

APPROVED

by Order No 1-164 of the Minister of Energy
of the Republic of Lithuania of 23 June 2025

LETTER ON THE GOALS PURSUED BY THE STATE, AND THE EXPECTATIONS SET FOR EPSO-G, UAB

This letter on the goals pursued by the State and the expectations set (hereinafter – the Letter) sets out the expectations of the shareholder of EPSO-G, UAB (hereinafter – the Company or the Management Company) – the State (hereinafter – the Shareholder), which is represented by the Ministry of Energy of the Republic of Lithuania, regarding the business directions, principles, objectives, and priorities of the Company and its subsidiaries (hereinafter - the Group).

The letter sets out the Shareholder's short- and medium-term expectations and long-term guidelines for the Group's development expectations. The letter should serve as a basis for preparing and reviewing the strategies of the Group and individual Group companies, as well as annual business plans. The letter should be assessed in the context of the National Energy Independence Strategy, the National Energy and Climate Action Plan, and other legal acts shaping state policy in the field of energy, as well as of the legal acts of the Republic of Lithuania regulating the activities of state-owned enterprises.

The purpose of the Letter is not to restrict or extend the rights or obligations of the Company, individual Group companies, or their management bodies. The purpose of this letter is to assist the Group and its management bodies by presenting the Shareholder's expectations, recommendations, and guidelines, and to promote mutual cooperation between the Shareholder, the Group, and its management bodies.

The Group and its management bodies must first and foremost comply with applicable laws and regulations (regardless of whether they are or not specified in the Letter), the articles of association of the Group companies, decisions made by the shareholders, good corporate governance practices, and assume responsibility for the decisions they make. In implementing the Shareholder's expectations set out in the Letter, the Group and its management bodies must be guided by the principles of prudence, transparency, efficiency, and rational asset management.

AREAS OF ACTIVITY AND FUNCTIONS OF THE GROUP

The Company is a group of companies engaged in energy transmission and exchange activities, managing critical energy transmission infrastructure of national importance, ensuring energy and national security interests in the energy sector and beyond. It consists of the parent company UAB EPSO-G and six subsidiaries: LITGRID AB, AB Amber Grid, BALTPOOL UAB, UAB TETAS, Energy cells, UAB, and UAB EPSO-G Invest. The company and the Group companies also hold shares in Rheinmetall Defence Lietuva, UAB and Baltic RCC OU, and participate in the management of the associated companies UAB GET Baltic and TSO HOLDING AS.

The Group activities of public interest:

- Management and development of the electricity transmission system. The Group company LITGRID AB manages the electricity transmission system and electricity flows in Lithuania and ensures the reliable operation of the entire electricity system. It also develops the electricity transmission system, enabling the implementation of the strategic objectives set out in the National Energy Independence Strategy.

- Management and development of gas transmission system. The group company AB Amber Grid operates the natural gas transmission system, natural gas flows in Lithuania, and ensures reliable natural gas transmission to the system users. It also plans to adapt the existing transmission system and develop a new one for other types of energy so that Lithuanian gas pipelines can transport not only natural gas but also other energy carriers or energy.

- Management of electricity storage facilities. The Group company Energy cells, UAB is responsible for the management of a 200 MW capacity and 200 MWh storage facility system

(hereinafter - the 200 MW storage system), the provision of balancing services until the formation of a common, efficiently functioning Baltic balancing market, and the provision of services to ensure the operational reserve of the isolated electricity system until the implementation of all projects of the program for synchronization with the Continental European Electricity Networks (hereinafter - CEEN) (including the Lithuanian-Polish electricity interconnection project Harmony Link) are implemented.

- Energy resource exchange management. The Group company BALTPool UAB manages and administers the energy resource exchange and organizes centralized trading in energy resources.

- Administration of funds for services of public interest (hereinafter referred to as PIS) in the electricity sector. The Group company BALTPool UAB has been appointed by the Government of the Republic of Lithuania to perform the functions of collection, disbursement, repayment, and administration of PIS funds.

- Implementation of national security and defence projects. The group company UAB EPSO-G Invest is participating in the implementation of a project between Germany and Lithuania for an artillery factory in Baisogala.

The Group is subject to the Republic of Lithuania Law on the Protection of Objects of Importance to Ensuring National Security according to which the Company and the Group companies LITGRID AB, AB Amber Grid and Energy Cells, UAB are included in the list of second category companies important to ensuring national security, and the infrastructure and system management centers they operate are included in the list of facilities and assets important to ensuring national security.

The Group company UAB TETAS provides electrical energy infrastructure design, construction, repair and maintenance services.

GOALS, PERFORMANCE EXPECTATIONS THAT ARE SET FOR THE GROUP

Ensuring the security, reliability, and resilience of energy systems, national security

After the Baltic countries synchronized their electricity systems with the continental European electricity networks (hereinafter referred to as CEN) on 9 February 2025, the strategic goal of Lithuania's energy independence was achieved. In 2025, the Group must successfully complete the remaining projects of the synchronization program in accordance with the scope and deadlines set out in the Action Plan for the Implementation of the Electricity System Synchronization Project and the Strengthening of the Security and Reliability of the Electricity System, approved by the Government.

The Group should give priority to the implementation of the Harmony Link electricity interconnection project between Lithuania and Poland. It must be ensured that the design work for the double-circuit 220 kV overhead electricity transmission line is completed and construction of the interconnection begins no later than in the second quarter of 2028. The Harmony Link is important not only for ensuring greater integration with the European Union (EU) internal market and the reliability and stability of the electricity system, but also for the development of renewable energy sources. In order to ensure these benefits as soon as possible, the Group, together with the Polish electricity transmission system operator, must seek opportunities to bring forward the project implementation deadlines in order to complete the project by the end of 2029.

In implementing the objectives set out in the National Energy Independence Strategy and continuing to expand integration with the EU internal electricity market and ensure opportunities for the integration of renewable energy sources (hereinafter referred to as RES), the Group must:

- implement the project of connecting the northwestern and eastern electricity transmission networks, while ensuring additional reinforcement of the Lithuanian-Latvian section by 2035. To achieve this objective, the Group must complete the land-use planning procedures and commence design work in the second quarter of 2028.

- fully assess the conditions and possibilities for implementing a new electricity interconnection with Germany, so that the conditions for a decision on the implementation of the project can be met by the third quarter of 2026. To this end, an application for the inclusion of the project in the ENTSO-E ten-year network development plan must be submitted in 2025 and other

necessary steps must be taken by 2027 to prepare proposals for decision-making.

The Group must exploit the potential and experience gained in implementing the 200 MW storage facility project and assess the possibilities for expanding the Group's activities in the installation, operation, management or other services related to storage facilities. The Group must self-assess the strategy for these activities and its added value to the Group's objectives and adapt it to changing market needs. If necessary, the Group must evaluate and submit proposals for further management, operation and other related services and development or transfer of storage facilities.

The Group must endeavour to develop measures to increase international gas transport flows and the utilisation of the natural gas transmission system and the Klaipėda liquefied natural gas terminal for gas exports to Ukraine and other European countries.

The Group must demonstrate leadership and make reasonable use of the Group's potential in implementing security and defence projects in Lithuania. To this end, it will seek to expand its activities and expertise in the defence industry in a rational manner by investing in projects that are important to the state and national security and defence industry projects that are in line with national interests, maintaining the currently applied and/or best practice-based investment principles and returns of the business model, and creating conditions for the creation and development of an optimal future defence industry model at the national level. In 2025, the Group began implementing a project between Germany and Lithuania for an artillery factory in Baisogala. It is important to ensure that construction work on the project begins in 2025 in order to start production at the planned capacity at the beginning of 2027. The project should take advantage of opportunities to meet the factory's energy needs with the help of renewable energy sources and the flexibility offered by batteries or other storage technologies.

The Group must ensure the flexibility and adequacy of the Lithuanian electricity system in both the short and long term and pay particular attention to changes in the electricity system once it starts operating in synchronous mode with the CEN and with the rapid integration of RES and flexibility capacities. By continuously monitoring and assessing the development of the electricity system, the Group must submit proposals for the implementation of necessary measures to ensure the security and reliability of the electricity system. When assessing the adequacy of the Lithuanian electricity system and the need for system flexibility, the Group must take into account national characteristics and assess the risks related to the security of electricity supply in a geopolitical context in a highly objective manner. The Group must identify and communicate specific needs and clear conditions for the operation of existing or new electricity generation and storage facilities (or other technologies) in Lithuania, flexibility and additional services provided to the electricity transmission system operator and/or other forms of electricity system reserves. By the third quarter of 2025, the Group must prepare a preliminary assessment of the adequacy and flexibility needs of the system and submit to the Shareholder reasoned proposals on alternatives for the development of flexible generation and other system flexibility measures, with a view to adopting decisions by the third quarter of 2026 to ensure the stability of the electricity system and markets and the expansion of RES capacity.

The Group must ensure the physical and cyber security of critical infrastructure facilities managed by the Group that are of importance to ensuring national security. Taking into account the changed assessment of threats to national security and the practice of Ukrainian energy system operators, the Group must carefully assess hybrid and military threats and, in cooperation with the responsible state agencies and institutions, implement measures including the installation of unmanned aircraft detection and neutralisation systems and physical barriers at critical facilities, the creation of increased emergency reserves of materials and equipment, the securing of the necessary human resources and services, as well as other measures to ensure the protection of objects of national importance and to increase operational resilience. For these projects, the Group must take advantage of EU funding opportunities and submit a CEF funding application as early as possible in 2025 to finance synchronisation investments in resilience measures, with a view to maximising the implementation of infrastructure protection measures in time and securing further EU funding sources in the longer term.

The Group must implement the National Cyber Security Strategy and measures related to

its implementation within its competence, as well as actively contribute to the development and implementation of preventive measures in the context of crisis and emergency management. Taking advantage of the opportunities offered by international cooperation and best practices, the Group must apply and implement cyber security risk management measures that meet the highest standards.

The Group must, within its competence, ensure the implementation of restrictive measures on the supply of energy and energy resources and the acquisition of energy technology equipment from countries which, according to the National Security Strategy, pose a threat to the national security of the Republic of Lithuania.

The Group must ensure a high level of reliability of energy transmission to network users and consumers and, to this end, must use specific reliability indicators comparable to best EU market practices.

The Group must pay due attention to the maintenance and restoration of the technical condition of the infrastructure it manages that is important for national and energy security, ensuring the security and reliability of energy supply to consumers.

Transformation of energy and energy networks

The Group must actively pursue network transformation and implement the necessary changes in line with the EU's green deal and the initiatives set out in the Competitiveness Agenda. The Shareholder expects the management company and the Group companies to create value as a centre of energy expertise, proactively providing proposals, advising the Shareholder and market participants on relevant issues, and responding to changing market, economic and geopolitical circumstances.

Development of renewable energy capacity

The Group must demonstrate leadership in creating conditions for the expansion of electricity generation from RES capacities in Lithuania and for the management of electricity flows. The Group must plan, propose and implement organisational and investment measures for the adaptation and expansion of the network to ensure the technical readiness of the electricity transmission network for the connection of RES sources and the implementation of the objectives in the field of renewable energy set out in the National Energy Independence Strategy, the National Energy and Climate Action Plan and the Government Programme in the field of renewable energy, with the aim of achieving a minimum installed capacity of 8 GW of electricity from RES in Lithuania by 2028.

The Group must participate in the preparation and implementation of the Government's plans for connecting offshore wind farms to the onshore grid, as well as submit proposals on the possibilities for developing offshore wind farms and integrating them into the electricity system.

The Group must participate in processes ensuring the growth of the number of producers and active consumers by seeking opportunities to create favourable conditions and market mechanisms encouraging the participation of such consumers in the provision of electricity system flexibility services.

The Group must systematise, collect and ensure the timely publication of information on the production and accumulation of RES, the installed capacity of facilities, the available capacity of the electricity system and the status of projects being implemented. The Group must continuously monitor RES market development trends, assess market saturation and make proposals for further RES development opportunities, as well as ensure that customer expectations are met.

The Group must actively implement energy innovations, the latest technologies and demonstration projects in order to achieve optimal solutions for the development and optimisation of transmission infrastructure, sector integration and the flexibility of the electricity system.

The Shareholder also expects that, when purchasing renewable energy technologies for its needs, the Group will actively apply the sustainability, resilience, cyber security and/or other non-price criteria set out in the EU Net-Zero Industry Act in order to promote demand for sustainable

and resilient zero-balance technologies and minimise potential risks related to the supply of technologies or the impact of technologies on external factors, and will seek to maximise the amount of energy used for its technological needs from RES through long-term contracts or pollution certificates.

Green gas energy

The role of the Group is particularly important in order to exploit the potential of green gas energy and industrial decarbonisation in Lithuania by using the existing natural gas infrastructure to ensure the development of biomethane, as well as implementing the relevant measures set out in the action plan for the implementation of the guidelines for hydrogen development in Lithuania for 2025-2027, while paying attention to identifying and managing the risks arising from the implementation of the measures.

While focusing on the development of a pure hydrogen network in the Nordic and Baltic region, the Group must analyse and prepare proposals for the adaptation of legal regulations for hydrogen transport and the creation of an ecosystem in a timely manner.

The group must also conduct studies to analyse the possibilities for transporting hydrogen, synthetic gas and CO₂, primarily by taking advantage of the financial support opportunities offered to EU countries. In conducting the studies, the Group must assess the socio-economic impact of the regional hydrogen transport corridor being developed and provide the most favourable scenarios for Lithuania, creating the highest added value from a national perspective, including legal, technical and economic aspects.

In the event of positive decisions on the construction of the aforementioned infrastructure, commence construction works for hydrogen and/or CO₂ transport infrastructure in Lithuania and prepare for the implementation of activities.

Flexibility of the energy system

The group must enable or apply innovative balancing and energy system flexibility services by implementing smart solutions and developing cross-sectoral integration of electricity, gas and heat markets or other cross-sectoral integration (not limited to the energy sector). Flexibility solutions for the electricity system are needed for faster deployment and integration of RES. The Shareholder expects the Group to periodically assess the flexibility needs of the Lithuanian electricity system (seasonal, weekly, daily) for at least the next 10 years. By the second quarter of 2026, the Group must prepare proposals for meeting these needs, creating new electricity system flexibility and additional services, including electricity system balancing, and developing incentive schemes.

In order to assess the possibilities of increasing the flexibility of the electricity system by creating suitable conditions for further development of RES in Lithuania and long-term energy storage, the Group must carry out modelling of the geological structure of Syderiai in order to determine the suitability of this structure for long-term energy storage and to establish the prerequisites for the further implementation of the pilot project.

The Group must conduct an analysis and, by the first quarter of 2026, propose a dynamic electricity transmission tariff mechanism that encourages the flexible operation of electrolysis and other facilities capable of providing flexibility and balancing services to the electricity system.

Energy resource exchanges

The Shareholder expects that the energy resource trading platform – BALTPool UAB, managed by the Company – will ensure the development of value-adding services and products for the market, as well as an adequate return to the Shareholder for such activities. BALTPool UAB plays an important and active role in monitoring and analysing the Lithuanian biofuel market and, where necessary, proposing solutions for the efficient and sustainable functioning of the market.

The Shareholder expects BALTPool UAB to strive to become a leading biofuel exchange in Europe, where it would be more convenient for consumers to purchase biofuel products than outside

the exchange, with particular attention being paid to the expansion of the exchange in Europe, the liquidity of exchange trading, as well as technological and organisational solutions that promote the trade of sustainable biofuel and biofuel from forest residues. In order for BALTPPOOL UAB to become a recognised leader in the European biomass energy market, it is necessary to expand its capacity and expertise to achieve these goals. The Shareholder expects BALTPPOOL UAB to focus more on being active in the most important associations representing the bioenergy sector and on active participation in the adoption and implementation of EU decisions related to environmental protection and sustainability requirements for the use of biofuels.

The Group must seek and allocate rational resources to ensure the development of gas and electricity market liquidity, competitiveness, advanced services and market products and risk management tools, which benefits consumers and other market participants, including the promotion of such instruments to exchange operators operating in the region, for example, GET Baltic, Nord Pool, etc.

Energy infrastructure contracting

The Group must utilise its available contracting resources and knowledge potential for the successful development of contracting activities and business, and maintain consistent business growth. Efforts should be made to exploit opportunities to expand the range of infrastructure contracting works and increase the volume of works carried out under the ten-year network development plans of electricity system operators, consistently increasing the scale of works and the profitability of activities. It should also be sought to expand the range of services by seeking synergies and offering the market the supply of electrical power equipment and/or infrastructure elements or other related services.

Customer satisfaction expectations

The Group must ensure smooth, high-quality and uninterrupted service provision to customers and ensure customer consultation, information and complaint handling in a timely manner, and to make proposals for simplifying and shortening administrative procedures in the Group's activities in order to ensure customer satisfaction and reduce the administrative burden.

The Shareholder expects that, in order to achieve these objectives, the Group will focus its efforts on improving the customer experience, particularly in areas related to RES, conduct periodic measurements of the quality indicators and customer satisfaction of the services provided by the Group, and ensure the reduction of bureaucratic barriers to the services provided by the Group, while the quality of the activities and the value created will be assessed based on customer satisfaction indicators.

The Shareholder expects the Group to be a reliable partner for businesses implementing large-scale projects that connect to electricity or gas network infrastructure or expand their operational capacity. The Group must ensure that the issues of customers implementing large projects are given priority and special attention.

Financial expectations

The Group's adjusted average return on equity must not be lower than the indicator set by the Government. When consulting with the State-Owned Enterprise Governance Coordination Centre on the level of the Group's performance indicators, the Group should focus on the practices of transmission system operators and trading platforms operating in Western Europe.

The Group must strive to achieve a return on investment and sustainable depreciation costs that are at least equal to the average for mature economies in Western Europe, which together would ensure not only the proper technical condition of the infrastructure managed by the Group that is important for national and energy security and the security of energy supply to consumers, but would also enable system expansion and investment attractiveness in the implementation of the energy transition.

The capital structure of the Group must be in line with best practice for similar state monopolies that are intensively developing their infrastructure. The Group must endeavour to maintain an investment credit rating of at least Baa2 according to Moody's or an equivalent rating

according to other credit rating agencies. The ratio of the Group's net debt to annual adjusted earnings before interest, taxes, depreciation and amortisation should not exceed 6 times in the medium term and 5 times in the long term.

The Group must maintain consistent implementation of dividend policy, and the level of dividends paid by the Group must not be lower than that set by the Government. In the medium term, the Group must focus on implementing and financing strategic energy and national security project. To this end, the management company, by consolidating the Group's financial capacity, must seek to maximise the level of dividends in its subsidiaries and associates and to use cash flows to finance priority strategic investments or projects.

OPERATING PRINCIPLES OF THE GROUP

Governance of the Group companies

The Group must operate in accordance with the highest standards of transparency, governance, ethics and social responsibility.

The management company must ensure the high quality of the Group's activities, the management and control of the Group companies, and the establishment of uniform management practices in the activities of the Group companies. The management company must ensure the creation of its own value chain as a parent company. The achievement of these objectives should be reflected in the assessment of the management company's performance.

In achieving operational efficiency of the Group companies, the management company must ensure that clear, ambitious and meaningful objectives are set for the Group companies, that indicators for their assessment are formulated and that effective supervision of their implementation is ensured. The Group must have effective remuneration, motivation, competence development, employee recruitment and succession systems in place to provide a basis for the achievement of its objectives.

The management company must ensure the effective provision of management services to the Group companies, take the lead and ensure that the Group companies' strategic projects are implemented in a timely and high-quality manner. It is necessary to ensure that the management boards of strategically important Group companies assume ownership and responsibility and contribute to the implementation of specific company and Group strategic projects and the achievement of objectives.

The Group companies must implement key good governance practices, which include the Recommendations of the Organisation for Economic Co-operation and Development (OECD), NASDAQ exchange requirements (for those Group companies to which they apply), the provisions of the Republic of Lithuania Law on the Management, Use and Disposal of State and Municipal Assets, of the Description of the Procedure for the Implementation of Property and Non-Property Rights of the State in State-Owned Enterprises (Ownership Guidelines), of the Description of the Guidelines for Ensuring Transparency of State-Owned Enterprises (Transparency Guidelines), and the Description of the Selection of Candidates for the Collegial Supervisory or Management Body of a State or Municipal Enterprise, a State-Owned or Municipally-Owned Company or its Subsidiary (Selection Guidelines), and other documents regulating the activities of state-owned enterprises and best global practices.

The Group and the Group companies must aim for the highest state-owned enterprise governance index (A+) and remain governance leaders in their size categories. The Group and Group companies are recommended to strive to achieve annual specialised financial and non-financial performance indicators agreed with the Shareholder and the Governance Coordination Centre.

Independent, depoliticised and competent collegial bodies must be formed within the Group, thus ensuring the separation of the implementation of the companies' ownership and of regulatory policy.

The Group's corporate governance model must be adapted to ensure transparent, efficient, coordinated, high-quality and effective activities and enable the realisation of the Group's interests. The Shareholder expects that the management company, taking into account the needs of the

implementation of the Group's 2035 strategy, will assess and, if necessary, submit proposals to the Shareholder on further actions to improve the Group's management model and the activities of the Group's management and supervisory bodies.

Transparency. The Group must apply the highest standards of transparency and principles of depoliticised operations in its activities. The Group must improve the content of the company's management report, strengthen sustainability and accountability practices, and ensure effective prevention of corruption, which means zero tolerance for corruption in all Group companies. The management company must continuously assess the risks of nepotism and cronyism and ensure an effective system for managing conflicts of interest. The Group companies must comply with legal requirements regarding the disclosure of information on their websites.

Operational efficiency. The Group must increase its operational efficiency by optimally allocating available resources, identifying risk factors and managing them, making effective decisions, improving the quality of services (products) provided, ensuring high-quality process and project management (periodically assess the maturity level of project management at the Group and its companies), improve digitisation processes and strive to ensure that its activities are data-driven, thus ensuring rational and optimal operating costs.

The Group's investments must be based on cost-benefit analyses and decisions that increase the competitiveness of the Lithuanian economy both in the region and in the EU.

The Group should strive to achieve optimal pricing for electricity and natural gas transmission services and the highest possible level of competition in the provision of electricity system, flexibility and balancing services.

The Group must act proactively to ensure the efficiency, cost management and optimisation of transmission system operators, taking into account the comparative analysis (*Transmission Cost Benchmarking*) of the costs (capital and operating) of transmission system operators (current and past).

The Group must regularly perform a comparative analysis of asset management excellence (*Operational Excellence*) and compare the Group's asset management efficiency with other transmission system operators operating in Europe in order to objectively assess the Group's strengths and opportunities for improvement.

Sustainable development. The Group must adhere to sustainable development (environmental protection, social responsibility and good corporate governance (*Environmental, Social and Corporate Governance* or ESG)) policies in its activities, and the implementation of these policies must be included in the long-term objectives of the Group companies. The Group must consistently implement its commitment to achieve a zero emissions balance by 2050, monitor its implementation and contribute to the achievement of the United Nations Sustainable Development Goals that have the greatest impact on the activities of the Group companies. The activities of the Group companies must be based on principles that seek to achieve economic, social and environmental goals, taking into account the interests of all stakeholders (consumers, employees, society, public authorities, etc.). Group companies, acting in accordance with the principles of good governance, must comply with legislation, international standards and the highest ethical standards, as well as promote respect for people, society and the environment.

Responsible and value-based activities. The Group must adhere to environmental protection and sustainability policies (as part of its ESG policy or as a separate document) in its activities. This policy must be based on the highest standards of transparency, governance, ethics and social responsibility, incorporate best practices in sustainable development, and include relevant objectives in the long-term business objectives of the Group companies. The Group must strengthen its image as an employer (Employer Branding) create and strengthen a unified Group culture and identity, improve employee engagement indicators, implement and develop employee value, competence improvement and motivation systems, and ensure employee safety and physical and emotional health. The Group must pay greater attention to attracting and retaining talents, and promote the development of employee competences. Also, ensure diversity among employees and non-discrimination based on gender, age, disability, religion and other aspects. It is important to provide equal opportunities in all aspects of employment relations - from job assignment to fair and

equal remuneration. In carrying out its activities, the Group should protect and continuously improve its reputation, ensure effective communication with stakeholders, and make effective use of external and internal communication.

Health and safety culture development. The Group must ensure the continuous and sustainable development of a safety culture in all Group companies. The Group must regularly assess its safety culture and strive to create and ensure an environment free from the risk of accidents and other events causing damage to health (zero tolerance for occupational safety violations).

Support and humanitarian aid. The Group may provide support and humanitarian aid that complies with legal regulations, by ensuring the transparency of this process, which does not raise doubts. Considering the insufficient, and in some cases non-existent, number of new energy specialists in Lithuania, the Shareholder hopes that the Group will contribute to promoting and utilising the opportunities created by support policies to popularise energy professions in Lithuania, will cooperate with scientific and educational institutions and other energy companies to attract people to study energy-related study programmes and to improve the quality of the study programmes themselves. The Group should continue to plan humanitarian aid measures for Ukraine in the energy sector, by which it would contribute to the reconstruction of the destroyed energy infrastructure of the war-torn country and in expanding the renewable energy development.

ACCOUNTABILITY

The Group's management bodies and head should regularly maintain contact with the management of the Ministry of Energy, which exercises the rights and obligations of the Shareholder, periodically report on the status of implementation of the Group's strategy, the status of implementation of the annual budget and results, and the conclusions of the annual assessment of the management bodies. The Shareholder's representatives should be periodically, and on the request, provided with reports about the progress of the implementation of strategic projects and the commitments undertaken in relation to regional cooperation. The Group should provide the Shareholder with proposals related to its competences regarding draft legal acts, information necessary for informing the public and political community.

The Shareholder expects that, in accordance with the principle of prudence and good governance practices, the Company's Management Board will, within its competence, inform the Shareholder in advance of any material decisions of the Company and the Group companies and will immediately notify the Shareholder of any significant risks or non-compliance related to the Shareholder's interests:

- change of members of the management bodies or of the head of the company;
- possible conflicts of interest between members of the Group's management bodies and the management;
- possible significant legal disputes;
- significant deficiencies identified during internal audits and/or significant risks or non-compliance identified (information is disclosed in the activity report of the Audit Committee, while significant cases are disclosed immediately);
- possible fraud by the Group employees or related parties;
- significant changes in the Group's activities;
- layoffs of larger scale;
- major acquisitions or disposals;
- possible damage to society, the environment, the economy or national security;
- press releases that may require comments from representatives of the Ministry of Energy or other institutions;
- corruption or political intervention of any scale;
- other significant risks that threaten the continuity of the Group's activities;
- other important decisions that may be related to the interests of the Shareholder.