

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Annual adjusted return on equity (ROE):**
  - $2025\text{--}2027 \geq 6.5\%$
- **Annual net debt-to-adjusted EBITDA ratio:**
  - $2025\text{--}2027 \leq 4.0 \text{ times}$
- **Allocated dividends for the calendar year:**
  - $2025\text{--}2027 - 0.5\% \text{ of distributable profit}$