

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Average annual adjusted return on capital employed (adjusted ROCE):**
 - *2025–2027 $\geq 6.5\text{--}7.5\%$*
- **Average annual net debt-to-adjusted EBITDA ratio:**
 - *2025–2027 < 5.0 times*
- **Allocated dividends for the calendar year (to all shareholders):**
 - *2025 ≥ 98.8 million euros*
 - *2026 ≥ 101.7 million euros*
 - *2027 ≥ 104.8 million euros*