

OBJECTIVE KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Adjusted return on capital employed (ROCE):**
 - 2022 \geq 5,0 percent.,
 - 2023–2024 \geq 5,5 percent.
- **Annual net debt to adjusted EBITDA ratio:**
 - 2022–2024 \leq 5 times
- **Dividends paid for the calendar year (minimum 3% growth annually):**
 - 2022 \geq 90,2 million Euros,
 - 2023 \geq 92,9 million Euros,
 - 2024 \geq 95,7 million Euros.