

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Annual EBITDA margin:**
 - *2025–2027 $\geq 50\%$*
- **Annual net debt-to-EBITDA ratio:**
 - *2025–2027 ≤ 5 times*

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Growth of total operating income compared to 2023 (%):**
 - *2025: 1.6*
 - *2026: 16.3*
 - *2027: 26.7*
- **ROE (%):**
 - *2025: 3.0*
 - *2026: 4.5*
 - *2027: 3.0*
- **Port cargo handling (million tons):**
 - *2025: 34.5*
 - *2026: 34.8*
 - *2027: 35.5*
- **Added value per employee (thousand EUR):**
 - *2025: 173*
 - *2026: 194*
 - *2027: 214*
- **Growth of marine engineering industry revenue compared to 2023 (%):**
 - *2025: 2*
 - *2026: 5*
 - *2027: 10*
- **Revenue from other services (% of total revenue):**
 - *2025: 0.8*

- 2026: 2.8
- 2027: 3.0

- **Employee engagement index:**

- 2025: 52
- 2026: 55
- 2027: 57

- **Port authority CO2 emissions reduction compared to 2023 (%):**

- 2025: 5
- 2026: 50
- 2027: 55