

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

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

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Total operating revenue growth (compared to 2023), %:**
 - *2026 – 16*
 - *2027 – 41*
 - *2028 – 51*
- **Return on equity (ROE), %:**
 - *2026 – 3.1*
 - *2027 – 2.9*
 - *2028 – 2.1*
- **Port cargo turnover, million tonnes:**
 - *2026 – 38.5*
 - *2027 – 39.4*
 - *2028 – 40.2*
- **Value added per employee, EUR thousand:**
 - *2026 – 166*
 - *2027 – 168*
 - *2028 – 180*
- **Revenue growth in maritime engineering industry activities (compared to 2023), %:**
 - *2026 – 5*
 - *2027 – 10*
 - *2028 – 36*
- **Reduction of Port Authority CO₂ emissions (compared to 2023), %:**
 - *2026 – 50*
 - *2027 – 55*
 - *2028 – 60*

