

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual return on equity (ROE):**
 - 2022: $\geq 1.7\%$
 - 2023–2024: $\geq 2.1\%$
- **Annual net debt to EBITDA ratio:**
 - 2022–2024: ≤ 4 times
- **Designated profit contributions for the calendar year:**
 - 2022–2024: $\geq 70\%$ of distributable profit

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