

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Average annual adjusted EBITDA margin:**
  - *2025–2027 m.  $\geq 27\%$*
- **Annual net debt to adjusted EBITDA ratio:**
  - *2025–2027 m.  $\leq 4$  times*

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Adjusted EBITDA, EUR million:**
  - *2026 – 185.4*
  - *2027 – 207.0*
  - *2028 – 236.7*
- **Operating cost to revenue ratio:**
  - *2026 – 0.89*
  - *2027 – 0.87*
  - *2028 – 0.85*
- **Domestic passenger traffic volume, million passenger-km:**
  - *2026 – 491*
  - *2027 – 636*
  - *2028 – 719*
- **Share of electrified railways compared to total railway length, %:**
  - *2026–2028 – 28*
- **Business resilience level:**
  - *2026 – 3.80*
  - *2027 – 4.22*
  - *2028 – 4.52*
- **Employee engagement, %:**
  - *2026–2028 – 84*