

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Average annual adjusted EBITDA margin:**
 - $2025\text{--}2027 \geq 47.3\%$
- **Average annual ratio of cash and cash equivalents, short-term and long-term securities to total assets:**
 - $2025\text{--}2027 \leq 18.1\%$
- **Average annual profit contribution including non-standard taxes:**
 - $2025\text{--}2027 - 71.7 \text{ million euros}$

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Adjusted net profit margin (%):**
 - $2024 - 28.2$
 - $2025 - 32.4$
 - $2026 - 38.7$
- **Adjusted ROE (%):**
 - $2024 - 30.6$
 - $2025 - 39.6$
 - $2026 - 47.4$
- **Reduction in final energy consumption (GWh):**
 - $2024 - 3.0$
 - $2025 - 3.5$
 - $2026 - 4.0$
- **Increase in wood buyers' satisfaction:**
 - $2024 - +2$
 - $2025 - +5$
 - $2026 - +9$
- **Increase in seedling buyers' satisfaction:**
 - $2024\text{--}2026 - \text{annually } +2$

- **Voluntary employee turnover (%):**

- 2023–2025 – *annually* < 12

- **Employee engagement index (%):**

- 2024 – 69.9
- 2025 – 70.6
- 2026 – 71.6