

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Adjusted EBIT profitability:**
 - *2025–2027 ≥ 6.3%*
- **Annual financial debt-to-equity ratio:**
 - *2025 – 0.04–0.08 times*
 - *2026–2027 – 0.03–0.1 times*

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Regulated activity profitability (CoC), %:**
 - *2026–2028 – ≥ 5*
- **Regulated activity cost implementation plan, EUR thousand:**
 - *2026 – ≤ 33,582*
 - *2027 – ≤ 34,355*
 - *2028 – ≤ 36,167*
- **Revenue from non-regulated activities, %:**
 - *2026 – ≥ 3.2*
 - *2027 – ≥ 3.9*
 - *2028 – ≥ 4.2*
- **Aviation event index $(AA + A / A(LTSA) + B / B(LTSA) + C / C(LTSA))$, where:**

AA – actual number of accidents
A – actual number of serious incidents
B – actual number of major incidents
C – actual number of significant incidents
A (LTSA) – threshold number of serious incidents set by LTSA
B (LTSA) – threshold number of major incidents set by LTSA
C (LTSA) – threshold number of significant incidents set by LTSA

 - *2026–2028 – ≤ 0.41*
- **Employee engagement rate, %:**
 - *2026 – ≥ 50*
 - *2027 – ≥ 51*
 - *2028 – ≥ 52*