

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Adjusted EBIT profitability:**
 - 2022–2024: $\geq 3\%$
- **Annual financial debt to equity ratio:**
 - 2023–2024: ≥ 0.08 , but ≤ 0.3

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Regulated activity profitability (CoC) (%):**
 - 2025: 5.0%
 - 2026: 5.0%
 - 2027: 5.0%
- **Regulated activity cost execution plan (thousand EUR):**
 - 2025: $\leq 32,556$
 - 2026: $\leq 33,582$
 - 2027: $\leq 34,355$
- **Aviation incident index:**
 - 2025: ≤ 0.4
 - 2026: ≤ 0.4
 - 2027: ≤ 0.4
- **Average en-route ATFM delay per flight related to air navigation services (minutes):**
 - 2025–2027: ≤ 0.03
- **Deviation of the unit cost index for en-route air navigation services (MVSIN) (points):**
 - 2025: 0.99
 - 2026: 0.97
 - 2027: 0.95
- **Revenue from non-regulated activities (%):**
 - 2025: $\geq 2.0\%$
 - 2026: $\geq 5.7\%$
 - 2027: $\geq 6.0\%$
- **Employee engagement rate (%):**
 - 2025: $\geq 45\%$

- 2026: $\geq 46\%$
 - 2027: $\geq 47\%$
- **Internal career progression rate (%):**
 - 2025–2027: $\geq 35\%$