

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Average annual adjusted EBITDA:**
 - *2025–2027 ≥ 4.1 million euros*
- **Annual financial debt-to-equity ratio:**
 - *2025–2027 ≤ 1.7 times*

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Parcel revenue (million EUR):**
 - *2025: 54.2*
 - *2026: 61.5*
 - *2027: 69.5*
- **ROE (%):**
 - *2025: 13.2*
 - *2026: 20.2*
 - *2027: 27.2*
- **Postal network cost-to-revenue ratio:**
 - *2025–2027: < 1.0*
- **CO₂ emissions (compared to 2020, %):**
 - *2025: -25%*
 - *2026: -29%*
 - *2027: -33%*
- **Annual change in parcel delivery revenue market share in Lithuania (p.p.):**
 - *2025–2027: 0.5*
- **Customer satisfaction (NPS index, %):**
 - *2025: 51*
 - *2026: 52*
 - *2027: 53*
- **Employee engagement (%):**
 - *2025: 59*

- 2026: 60
 - 2027: 61
- **Integrated Postal Development Index (2IPD), level:**
 - 2025–2027: ≥ 7