

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual Return on Equity (ROE):**
 - 2022: $\geq 0\%$
 - 2023: $\geq 2\%$
 - 2024: $\geq 3\%$
- **Annual financial debt to equity ratio:**
 - 2022–2024: ≤ 0.8 times
- **Dividends allocated for the calendar year:**
 - 2022–2024: 70–85% of distributable profit

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