

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual EBITDA profitability:**
  - *2022–2024:  $\geq 23\%$*
- **Annual financial debt-to-equity ratio:**
  - *2022–2024: range 0.5–1.9*

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Operating costs per transfer per trip (EUR):**
  - *2025:  $\leq 280$*
  - *2026:  $\leq 312$*
  - *2027:  $\leq 316$*
- **Investment budget execution (%):**
  - *2025–2027:  $\geq 80\%$*
- **Number of security incidents on ferries:**
  - *2025–2027:  $\leq 1$*
- **Electricity consumption savings (GWh):**
  - *2025–2027:  $\geq 0.041$*
- **Customer satisfaction (NPS) index (%):**
  - *2025:  $\geq 70\%$*
  - *2026:  $\geq 72\%$*
  - *2027:  $\geq 74\%$*
- **Percentage of tickets sold from total sales:**
  - *2025:  $\geq 5\%$*
  - *2026:  $\geq 7\%$*
  - *2027:  $\geq 9\%$*
- **Employee engagement (%):**
  - *2025:  $\geq 67\%$*
  - *2026:  $\geq 69\%$*
  - *2027:  $\geq 70\%$*
- **Increase in employee satisfaction with work (%):**
  - *2025:  $\geq 50\%$*

- 2026:  $\geq 53\%$
- 2027:  $\geq 55\%$