

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Annual EBITDA margin:**
  - 2025 – 15%
  - 2026 – 17%
  - 2027 – 25%
- **Annual financial debt-to-equity ratio:**
  - 2025 – 0.1 times
  - 2026 – 0.2 times
  - 2027 – 0.3 times

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Change in the area of centrally managed administrative state real estate (ASRE) compared to 2021, %:**
  - 2026 – -14.3
  - 2027 – -17.6
  - 2028 – -20.0
- **Commercial services revenue, EUR million:**
  - 2026 – 4.229
  - 2027 – 4.95
  - 2028 – 6.7
- **Reduction in square metres per workplace compared to the previous year, sq. m:**
  - 2026 – 19.07
  - 2027 – 18.79
  - 2028 – 18.69
- **Share of premises in good condition (administrative real estate), %:**
  - 2026 – ≥ 66.6
  - 2027 – ≥ 71.5
  - 2028 – ≥ 76.9
- **Reduction of GHG emissions (Scope 1 and 2) compared to the base year (2021), %:**
  - 2026 – ≥ 59.0
  - 2027 – ≥ 60.0

- 2028 –  $\geq 61.0$
- **Company services NPS, %:**
  - 2026 – 35 (60)\*
  - 2027 – 40
  - 2028 – 45

\* 2026 – transition period: to ensure continuity of assessment, two different samples will be evaluated. From 2027 onwards, only the Company's CN client sample will be assessed, with efforts made to survey as many client representatives as possible each year.