

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual adjusted EBITDA margin:**
 - 2022–2024: $\geq 36.8\%$
- **Cash and cash equivalents to total assets ratio:**
 - 2022–2024: $\leq 25\%$
- **Average annual profit payment with non-typical taxes:**
 - 2022–2024: = 40.5 million EUR

TARGET SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Adjusted net profit margin, %**
 - 2024: 28.2
 - 2025: 32.4
 - 2026: 38.7
- **Adjusted ROE, %**
 - 2024: 30.6
 - 2025: 39.6
 - 2026: 47.4
- **Reduction in final energy consumption, GWh**
 - 2024: 3.0
 - 2025: 3.5
 - 2026: 4.0
- **Increase in satisfaction of timber buyers**
 - 2024: +2
 - 2025: +5
 - 2026: +9
- **Increase in satisfaction of orchard buyers**
 - 2024 – 2026: +2 annually
- **Voluntary employee turnover, %**
 - 2023-2025: annually $< 12\%$
- **Employee engagement index, %**
 - 2024: 69.9

- 2025: 70.6
- 2026: 71.6