

## 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 -  $\leq 0.8$  times.
- **Dividends Declared for Calendar Years:**
  - 2022–2024 - 70–85% of distributed profit.

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Adjusted EBITDA, million euros:**
  - 2024 - 14.6
  - 2025 - 3.5
  - 2026 - 1.9
- **Reduced CO2 Emissions, %:**
  - 2024 - 19
  - 2025 - 25
  - 2026 - 29
- **Change in Parcel Delivery Revenue Market Share, compared to previous years, %:**
  - 2024 -  $\geq 0.5$
  - 2025 -  $\geq 0.5$
  - 2026 -  $\geq 0.5$
- **Customer Satisfaction, NPS Index, %:**
  - 2024 - 44
  - 2025 - 45
  - 2026 - 46
- **Employee Engagement, %:**
  - 2024 - 47
  - 2025 - 48
  - 2026 - 49

