

Here's the formatted text for Microsoft Word with every first list item in bold:

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average Annual Return on Equity (ROE):**
 - 2022–2024 $\geq 5\%$
- **Annual Debt-to-Equity Ratio:**
 - 2022–2024 range 0.2–0.3 times
- **Declared Average Dividends for the Calendar Years:**
 - 2022–2024 70–75% of distributable profit

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Profit before Tax (EBT), thousand euros:**
 - 2024 - 325
 - 2025 - 328
 - 2026 - 350
- **Ratio of General Administrative Expenses to Revenue, %:**
 - 2024 < 20
 - 2025 < 18.5
 - 2026 < 18
- **Sales Revenue per Employee (Average Conditions), thousand euros:**
 - 2024 > 33.5
 - 2025 > 34.5
 - 2026 > 35.5
- **Sales Revenue from Supplementary Activities, million euros:**
 - 2024 > 1.38
 - 2025 > 1.43
 - 2026 > 1.48
- **Hours Allocated for Improvement per Employee, units:**
 - 2024 > 18.5
 - 2025 > 19.0

- 2026 > 19.5
- **Corporate Governance Index:**
 - 2024-2026 A+
- **Change in Employee Engagement Index, percentage points:**
 - 2024-2026 - annually by 1.0 p.p.