

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual return on equity (ROE):**
 - 2022–2024: $\geq 12\%$
- **Annual financial debt-to-equity ratio:**
 - 2022–2024: limit 0.1–0.2 times
- **Allocated average dividends for calendar years:**
 - 2022–2024: $\geq 65\%$ of distributed profit

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **EBITDA profitability, %:**
 - 2024: 20.8
 - 2025: 23.1
 - 2026: 24.5
- **Income from non-LAKD sources, million euros:**
 - 2024: 2.2
 - 2025: 2.31
 - 2026: 2.35
- **Revenue per hour worked, thousand euros:**
 - 2024: 42.1
 - 2025: 44.2
 - 2026: 45.2
- **Growth in service quality and governance level, OTD:**
 - 2024-2026: > 95
- **Employee Net Promoter Score (eNPS) index, %:**
 - 2024: 43
 - 2025: 47
 - 2026: 52