Newly fully consolidated companies will not be included in LTIF energy (excluding waste management) for a maximum transitional period of three years if the LTIF calculated for the respective company deviates significantly from the LTIF at a Group level. Contractors are not taken into account in either performance indicator (p. 105↗ and p. 129↗).

TOP **Financial and non-financial key performance indicators and targets**

Goal dimension	Goal	Key performance indicator	2023	Target for 2025	Target for 2030
Finance	Securing profitability	Adjusted EBITDA in € billion	6.4	3.2[1]	5.5 – 6.3
	Managing the financial profile	Debt repayment potential in %	41.3	≥ 15[2]	≥ 15[2]
	Increasing Group value	Value spread in %	10.2	–[3]	–[3]
	Robustness of the earnings potential	Share of adjusted EBITDA accounted for by low-risk earnings in %[4]	–	≥ 70	≥ 70
	Focus on the energy transition	Proportion of taxonomy-aligned expanded capex in %[4]	–	≥ 85	≥ 85
	The EnBW Group, p. 71 f.↗ | Forecast, p. 125 f.↗ | Report on opportunities and risks, p. 130 ff.↗ | Multi-year overview, p. 311↗				
Strategy[5]	Share of result accounted for by "Smart Infrastructure for Customers"	Share of overall adjusted EBITDA in € billion	0.2 / 3.8%	0.6 / 20.0%	0.7 – 1.0
	Share of result accounted for by "System Critical Infrastructure"	Share of overall adjusted EBITDA in € billion	1.8 / 27.8%	1.3 / 40.0%	2.3 – 2.6
	Share of result accounted for by "Sustainable Generation Infrastructure"	Share of overall adjusted EBITDA in € billion	4.6 / 73.0%	1.3 / 40.0%	2.7 – 3.0
	The EnBW Group, p. 71 f.↗ | Forecast, p. 125↗ | Report on opportunities and risks, p. 130 ff.↗ | Multi-year overview, p. 311↗				
Customers and society	Reputation	Reputation Index	55	55 – 59	56 – 60
	Customer proximity	EnBW/Yello Customer Satisfaction Index	130 / 161	125 – 136 / 148 – 159	148 – 157 / 155 – 175
	Supply reliability	SAIDI Electricity in min./year	19.3	< 20	< 20
	The EnBW Group, p. 87 ff.↗ | Forecast, p. 127↗ | Report on opportunities and risks, p. 135↗ | Multi-year overview, p. 312↗				
Environment	Expand renewable energies (RE)	Installed output of RE in GW and the share of the generation capacity accounted for by RE in %	5.7 / 46.9	6.5 – 7.5 / > 50	10.0 – 11.5 / 75 – 80
	Climate protection	CO_2 intensity in g / kWh[6]	347	380 – 440	90 – 110
	The EnBW Group, p. 93 ff.↗ | Forecast, p. 128↗ | Report on opportunities and risks, p. 135 f.↗ | Multi-year overview, p. 312↗				
Employees	Employee engagement	People Engagement Index (PEI)[7]	82	77 – 83	77 – 83
	Occupational safety	LTIF for companies controlled by the Group[8,9] LTIF overall[8] LTIF energy[9,10] LTIF overall[10]	2.4 3.7 – –	2.1 3.5 – –	– – ≤ 2 ≤ 3.3
	The EnBW Group, p. 101 ff.↗ | Forecast, p. 128 f.↗ | Report on opportunities and risks, p. 136↗ | Multi-year overview, p. 313↗				

1 It was already possible to exceed this target in the 2023 financial year and in our current plans we now also expect to exceed the earnings target for 2025.
2 EnBW regularly checks the target value for debt repayment potential to ensure it can maintain its rating target. In this context, the target value was raised to ≥ 15.
3 Value spread will be replaced from 2024 onwards by the new key performance indicators share of adjusted EBITDA accounted for by low-risk earnings and proportion of taxonomy-aligned expanded capex.
4 This performance indicator will be relevant to the ongoing management of the company from 2024 onwards.
5 The sum of the three segments does not correspond to the adjusted EBITDA for the EnBW Group. €-293.9 million (-4.6%) is attributable to Other/Consolidation in the 2023 financial year (p. 71 f.). The target value for 2030 includes €–0.2 to €–0.3 billion in Other/Consolidation.
6 The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. If the share of positive redispatch that cannot be controlled by EnBW is taken into account, CO_2 intensity would be 393 g/kWh for the reporting year (previous year: 508 g/kWh). The CO_2 intensity including nuclear generation for the reporting year was 366 g/kWh (previous year: 401 g/kWh).
7 Variations in the group of consolidated companies (all companies with more than 100 employees are generally considered (except ITOs)).
8 The LTIF for companies controlled by the Group excluding waste management and LTIF overall, which includes waste management, only includes companies with more than 100 employees excluding external agency workers and contractors.
9 Newly fully consolidated companies are not included for a maximum transition period of three years.
10 LTIF energy (excluding waste management) and LTIF overall, which includes waste management, cover the entire group of consolidated companies for the financial reports, including companies with less than 100 employees excluding contractors.

Interdependencies

In order to give a comprehensive portrayal of the company, we are convinced that it is not only necessary to present economic, ecological and social aspects, but also to illustrate and provide an analysis of interdependencies between them. To further encourage the idea of a holistic corporate management approach within EnBW, we promote integrated thinking within all important company processes. In doing so, we anchor not only financial but also non-financial aspects into decision-making processes.