






Goal dimension	Goal	Key performance indicator	2024	Target for 2025	Target for 2030
 Finance	Securing profitability	Adjusted EBITDA in € billion	4.9	3.2 ¹	5.5 – 6.3
	Managing the financial profile	Debt repayment potential in %	16.0	≥ 15 ²	≥ 15 ²
	Robustness of the earnings potential	Share of adjusted EBITDA accounted for by low-risk earnings in %	70.7	≥ 70	≥ 70
	Focus on the energy transition	Proportion of taxonomy-aligned expanded capex in %	88.8	≥ 85	≥ 85
	The EnBW Group, p. 81 ff. ³ Forecast, p. 109 f. ³ Report on opportunities and risks, p. 114 ff. ³ Multi-year overview, p. 398 ³				
 Strategy ³	Share of result accounted for by “Sustainable Generation Infrastructure”	Share of overall adjusted EBITDA in € billion	2.6/53.7%	1.3/40.0%	2.7 – 3.0
	Share of result accounted for by “System Critical Infrastructure”	Share of overall adjusted EBITDA in € billion	2.2/45.8%	1.3/40.0%	2.3 – 2.6
	Share of result accounted for by “Smart Infrastructure for Customers”	Share of overall adjusted EBITDA in € billion	0.3/6.6%	0.6/20.0%	0.7 – 1.0
	The EnBW Group, p. 81 f. ³ Forecast, p. 109 ³ Report on opportunities and risks, p. 114 ff. ³ Multi-year overview, p. 399 ³				
 Customers and Company	Reputation	Reputation Index	56	55 – 59	56 – 60
	Customer proximity	EnBW/Yello Customer Satisfaction Index	123/168	125 – 136/ 148 – 159 ¹	148 – 157/ 155 – 175
	Supply reliability	SAIDI Electricity in min./year	13.6	< 20	< 20
	The EnBW Group, p. 95 ff. ³ Forecast, p. 111 f. ³ Report on opportunities and risks, p. 124 ³ Multi-year overview, p. 399 ³				
 Environment	Expand renewable energies (RE)	Installed output of RE in GW and the share of the generation capacity accounted for by RE in %	6.6/58.7	6.5 – 7.5/> 50	10.0 – 11.5/ 75 – 80
	Climate protection	CO ₂ intensity in g/kWh ⁴	272	380 – 440 ¹	90 – 110
	The EnBW Group, p. 97 ff. ³ Forecast, p. 112 ³ Report on opportunities and risks, p. 124 ³ Multi-year overview, p. 399 ³				
 Employees	Employee engagement	People Engagement Index (PEI) ⁵	83	77 – 83	77 – 83
	Occupational safety	LTIF for companies controlled by the Group ^{6,7}	2.3	2.1	–
		LTIF overall ⁶	4.0	3.5	–
		LTIF energy ^{7,8}	–	–	≤ 2
		LTIF overall ⁸	–	–	≤ 3.3
	The EnBW Group, p. 99 f. ³ Forecast, p. 113 ³ Report on opportunities and risks, p. 124 ³ Multi-year overview, p. 400 ³				

1 It was already possible to exceed this target in the 2024 financial year and in our current plans we now also expect to exceed the earnings target for 2025.

2 EnBW regularly reviews the target value for debt repayment potential to ensure it can maintain its rating target. The current target value is ≥ 15%.

3 The sum of the three segments does not correspond to the adjusted EBITDA for the EnBW Group. €–296.8 million (–6.1%) is attributable to Other/Consolidation in the 2024 financial year (p. 81 f.³). The target value for 2030 includes €–0.2 to €–0.3 billion in Other/Consolidation.

4 The calculation for this performance indicator does not include nuclear generation and the share of positive redispatch that cannot be controlled by EnBW. CO₂ intensity including nuclear generation for the reporting year was also 272 g/kWh.

5 Variations in the group of consolidated companies (all companies with more than 100 employees are generally considered [except ITOs]).

6 The LTIF for companies controlled by the Group excluding waste management and LTIF overall, which includes waste management, only include companies with more than 100 employees excluding external agency workers and contractors.

7 Newly fully consolidated companies are not included for a maximum transition period of three years.

8 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 and excluding contractors.