

# Financial and non-financial key performance indicators and targets

| Goal dimension  | Goal  | Key performance indicator   | 2025        | Target for 2025   | Target for 2030        |
|---|---|---|-------------|-------------------|------------------------|
| <br>Finance   | Securing profitability  | Adjusted EBITDA in € billion  | 5.1         | 3.2               | 5.8 – 6.6 <sup>1</sup> |
|   | Managing the financial profile  | Debt repayment potential in %   | 25.2        | ≥ 15              | ≥ 15                   |
|   | Robustness of the earnings potential                                    | Share of adjusted EBITDA attributable to low-risk earnings in %                               | 75.7        | ≥ 70              | ≥ 70                   |
|   | Focus on the energy transition  | Proportion of taxonomy-aligned expanded capex in %  | 89.6        | ≥ 85              | ≥ 85                   |
| <a href="#">Business situation of the EnBW Group</a>   <a href="#">Forecast</a>   <a href="#">Report on opportunities and risks</a>   <a href="#">Multi-year overview</a> |   |   |             |                   |                        |
| <br>Strategy <sup>2</sup>   | Share of result attributable to “Sustainable Generation Infrastructure” | Share of overall adjusted EBITDA in € billion   | 2.3 / 45.2% | 1.3 / 40.0%       | 2.1 – 2.4 <sup>1</sup> |
|   | Share of result attributable to “System Critical Infrastructure”        | Share of overall adjusted EBITDA in € billion   | 2.7 / 53.2% | 1.3 / 40.0%       | 3.4 – 3.7 <sup>1</sup> |
|   | Share of result attributable to “Smart Infrastructure for Customers”    | Share of overall adjusted EBITDA in € billion   | 0.4 / 7.0%  | 0.6 / 20.0%       | 0.6 – 0.8 <sup>1</sup> |
| <a href="#">Business situation of the EnBW Group</a>   <a href="#">Forecast</a>   <a href="#">Report on opportunities and risks</a>   <a href="#">Multi-year overview</a> |   |   |             |                   |                        |
| <br>Customers and society   | Reputation  | Reputation Index <sup>3</sup>   | 55          | –                 | 58–62                  |
|   |   | Reputation Index (old)  | 57          | 55–59             | –                      |
|   | Customer proximity  | EnBW Customer Satisfaction Index  | 123         | 125 – 136         | 148 – 157              |
|   | Yello Customer Satisfaction Index                                       | 170   | 148 – 159   | 155 – 175         |                        |
| Supply reliability  | SAIDI Electricity in min/a  | 28.6  | < 20        | < 20              |                        |
| <a href="#">Business situation of the EnBW Group</a>   <a href="#">Forecast</a>   <a href="#">Report on opportunities and risks</a>   <a href="#">Multi-year overview</a> |   |   |             |                   |                        |
| <br>Environment   | Expand renewable energies (RE)  | Installed output of RE in GW and the share of the generation capacity attributable to RE in % | 7.4<br>65.6 | 6.5 – 7.5<br>> 50 | 10.0 – 11.5<br>75 – 80 |
|   | Climate change mitigation   | CO <sub>2</sub> intensity in g/kWh <sup>4</sup>   | 353         | 380–440           | 90–110                 |
| <a href="#">Business situation of the EnBW Group</a>   <a href="#">Forecast</a>   <a href="#">Report on opportunities and risks</a>   <a href="#">Multi-year overview</a> |   |   |             |                   |                        |
| <br>Employees   | Employee engagement   | People Engagement Index (PEI) <sup>5</sup>  | 83          | 77–83             | 77–83                  |
|   | Occupational safety   | LTIF energy <sup>6,7</sup>  | 1.8         | –                 | ≤ 2                    |
|   |   | LTIF overall <sup>7</sup>   | 2.9         | –                 | ≤ 3.3                  |
|   |   | LTIF for companies controlled by the Group <sup>6,8</sup>                                     | 1.7         | 2.1               | –                      |
| Equal opportunities   | LTIF overall (old) <sup>8</sup>   | 2.9   | 3.5         | –                 |                        |
|   | Proportion of women in management functions <sup>9</sup>                | 23.4%   | –           | 30%               |                        |
| <a href="#">Business situation of the EnBW Group</a>   <a href="#">Forecast</a>   <a href="#">Report on opportunities and risks</a>   <a href="#">Multi-year overview</a> |   |   |             |                   |                        |

<sup>1</sup> As the scope of our gross investment has expanded following the capital increase, we have raised our target.

<sup>2</sup> The sum of the three segments does not correspond to the **adjusted EBITDA for the EnBW Group**. €–273.9 million (–5.4%) is attributable to Other/Consolidation in the 2025 financial year.

<sup>3</sup> The target value for 2030 includes €–0.3 billion in Other/Consolidation.

<sup>4</sup> Amended calculation methodology with effect from 2025.

<sup>5</sup> The calculation for this performance indicator does not include the share of positive redispatch that cannot be controlled by EnBW. In the reporting year, the performance indicator includes generation volumes of 25,665 GWh. The performance indicator includes CO<sub>2</sub> emissions from controllable electricity generation of 8,992 thousand t.

<sup>6</sup> Variations in the group of consolidated companies (all companies with more than 100 employees are considered [except for the independent transmission operators]).

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

<sup>8</sup> 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.

<sup>9</sup> The LTIF for companies controlled by the Group excluding waste management and LTIF overall (old), which includes waste management, only include companies with more than 100 employees excluding external agency workers and contractors.

<sup>9</sup> Will be a key performance indicator relevant for the management of the company from 2026.