

STI Performance Objectives 2025

Achievement (100%)

■	On target (100%)
■	Above entry, below target (70%-99%)
■	Below entry (<70%)
■	Achievement cannot be measured due to external factors

Note: External factors and related effects to the target achievement level that cannot be controlled by company itself could be subject for approval as an exception by the Board.

Performance criteria	Weight	Performance objective	Access threshold (70%)	Threshold I (80%)	Threshold II (90%)	Target and maximum (100%)	Actual result	Achieved performance
Financial targets	60%	EBITDA, mEUR	0.927	1.059	1.192	1.324	2.250	100%
Sustainability targets	40%	GCSI (Global Customer Satisfaction Index)	80	81	82	83	90	100%
Total weighted score:								100%