

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual EBITDA:**
 - 2022–2024: ≥ 0.5 million EUR
- **Annual financial debt-to-equity ratio:**
 - 2022–2024: range of 0.1–0.3

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Total revenue (thousand EUR):**
 - 2025: $\geq 4,159.7$
 - 2026: $\geq 4,196.6$
 - 2027: $\geq 4,236.6$
- **Return on equity (ROE) (%):**
 - 2025: 12.3
 - 2026: 12.5
 - 2027: 12.8
- **Costs per one euro of total revenue:**
 - 2025: 0.86
 - 2026: 0.85
 - 2027: 0.85
- **Ensuring proper functioning and maintenance of quality, environmental, and occupational health and safety management systems:**
 - *Number of significant (Category 1) non-conformities:*
 - 2025–2027: 0
- **Customer satisfaction index (NPS) (%):**
 - 2025: ≥ 78
 - 2026: ≥ 80
 - 2027: ≥ 81
- **Explosives trade (thousand EUR):**
 - 2025: 500.0
 - 2026: 525.0
 - 2027: 550.0

- **Employee participation in training and courses (%):**
 - 2025: ≥ 27
 - 2026: ≥ 30
 - 2027: ≥ 32

- **Voluntary employee turnover (excluding medical reasons and retirement) (%):**
 - 2025: ≤ 14
 - 2026: ≤ 13
 - 2027: ≤ 13