

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual EBITDA:**
 - 2022: ≥ 1.8 million EUR
 - 2023: ≥ 2 million EUR
 - 2024: ≥ 2.2 million EUR
- **Annual financial debt-to-EBITDA ratio:**
 - 2022: ≤ 5 times
 - 2023: ≤ 4 times
 - 2024: ≤ 3 times

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Debt-to-equity ratio (times):**
 - 2025: ≤ 0.4
 - 2026: ≤ 0.3
 - 2027: ≤ 0.2
- **EBITDA margin (%):**
 - 2025: ≥ 16
 - 2026: ≥ 17
 - 2027: ≥ 20
- **Overall production line capacity utilization (%):**
 - 2025: ≥ 85
 - 2026: ≥ 86
 - 2027: ≥ 87
- **Production output per employee (thousand units per month):**
 - 2025: ≥ 38
 - 2026: ≥ 39
 - 2027: ≥ 42
- **Export share of ammunition sales (%):**
 - 2025–2027: ≥ 95
- **Share of non-conforming production in stamping and assembly departments (%):**
 - 2025–2027: ≤ 4

- **Total energy consumption per 1,000 units of produced ammunition (kWh/unit):**
 - 2025: ≤ 36
 - 2026: ≤ 35
 - 2027: ≤ 34

- **Ratio of the average monthly gross salary in the company to the average monthly gross salary in the national economy:**
 - 2025: ≥ 1.0
 - 2026: ≥ 1.1
 - 2027: ≥ 1.1