

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Profitability of commercial activities before tax (EBT):**
 - $2025 \geq 5.0\%$
 - $2026 \geq 5.1\%$
 - $2027 \geq 5.2\%$
- **Annual ratio of financial debt from credit institutions to equity:**
 - $2025\text{--}2027 \geq 0.15 \text{ times}$

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Annual income from road maintenance services to municipalities and other economic entities (thousand EUR):**
 - $2025: 44,136$
 - $2026: 48,520$
 - $2027: 51,420$
- **Annual income from other commercial activities (thousand EUR):**
 - $2025: 7,214$
 - $2026: 7,830$
 - $2027: 9,930$
- **Increase in the value of completed work per employee work hour, compared to 2023 (%):**
 - $2025: +14$
 - $2026: +22$
 - $2027: +30$
- **Revenue per employee per month (EUR):**
 - $2025: 5,716$
 - $2026: 6,114$
 - $2027: 6,532$
- **Overall customer satisfaction index (GCSI, Global Customer Satisfaction Index, points):**
 - $2025: \geq 75$
 - $2026: \geq 75$

- 2027: ≥ 77
- **Patrolling defect detection quality (%):**
 - 2025: 95
 - 2026: 95
 - 2027: 96
- **Equivalent exhaust emissions of internal combustion engines of self-propelled machinery (g / kWh):**
 - 2025: < 4.01
 - 2026: < 3.93
 - 2027: < 3.70
- **Employee engagement level (%):**
 - 2025: 32
 - 2026: 35
 - 2027: 37