

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:**
 - 2025–2027 ≥ 0.15 times

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Productivity and quality of road maintenance works, %:**
 - 2026 – 70
 - 2027 – 80
 - 2028 – 85
- **Scope of installation of military countermobility measures, %:**
 - 2026 – 90
 - 2027 – 95
 - 2028 – 95
- **Overall Customer Satisfaction Index (GCSI), score:**
 - 2026 – ≥ 80
 - 2027 – ≥ 82
 - 2028 – ≥ 83
- **Annual revenue from commercial activities and other special obligations, EUR thousand:**
 - 2026 – 56,350
 - 2027 – 61,350
 - 2028 – 66,350
- **Employee engagement level, %:**
 - 2026 – 49
 - 2027 – 51
 - 2028 – 53
- **Greenhouse gas emissions (Scope 1 and 2), tCO₂:**
 - 2026 – 22,070

- 2027 – 20,730
- 2028 – 19,380