

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average return on equity (ROE) from commercial activities:**
 - 2022–2024: $\geq 6.9\%$
- **Annual financial debt ratio to equity:**
 - 2022–2024: *range 0.1–0.2*

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: ≥ 75
 - 2026: ≥ 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