

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual EBITDA:**
  - 2022:  $\geq 0.4$  million EUR
  - 2023:  $\geq 0.6$  million EUR
  - 2024:  $\geq 0.8$  million EUR
- **Annual financial debt to equity ratio:**
  - 2022–2024: within the range of 0.1–0.4 times

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Revenue (million EUR):**
  - 2025: 13.0
  - 2026: 14.1
  - 2027: 15.7
- **Sales of proprietary products (initiatives) (million EUR):**
  - 2025: 2.2
  - 2026: 2.7
  - 2027: 3.5
- **Non-quality costs (%):**
  - 2025: 1.3
  - 2026: 1.2
  - 2027: 1.1
- **On-time shipments (%):**
  - 2025: 80
  - 2026: 83
  - 2027: 85
- **Inventory turnover (days):**
  - 2025: 89
  - 2026: 88
  - 2027: 88
- **Customer satisfaction score (NPS, points):**
  - 2025: 7.9

- 2026: 8.0

- 2027: 8.1

- **Employee satisfaction (points):**

- 2025: 3.97

- 2026: 3.98

- 2027: 3.99

- **Share of eco-friendly packaging (%):**

- 2025: 20

- 2026: 25

- 2027: 27