

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual EBITDA:**
 - 2022: ≥ 9 million EUR
 - 2023: ≥ 13 million EUR
 - 2024: ≥ 17 million EUR
- **Annual financial debt to equity ratio:**
 - 2022–2024: within the range of 1.0–1.5 times

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Aviation revenue (million EUR):**
 - 2025: 46.0
 - 2026: 48.3
 - 2027: 50.6
- **Non-aviation revenue per passenger (million EUR):**
 - 2025: 3.31
 - 2026: 3.51
 - 2027: 3.93
- **Overall safety performance level (ALoSP):**
 - 2025: ≥ 89.17
 - 2026: ≥ 90.17
 - 2027: ≥ 91
- **Overall aviation security performance level (ALoSec):**
 - 2025: ≥ 84.95
 - 2026: ≥ 85.95
 - 2027: ≥ 87
- **Number of passengers (million):**
 - 2025: ≥ 6.8
 - 2026: ≥ 7.2
 - 2027: ≥ 7.9
- **NPS (Net Promoter Score):**
 - 2025: 63

- 2026: 65
 - 2027: 66
- **Employee engagement index (%):**
 - 2025–2027: 65
- **Partner satisfaction rating:**
 - 2025: 77
 - 2026: 80
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