

## TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2025–2027

- **Annual EBITDA:**
  - *2025 ≥ 5.7 million euros*
  - *o 2026 ≥ 6.0 million euros*
  - *o 2027 ≥ 6.3 million euros*
- **Annual financial debt-to-equity ratio:**
  - *2025–2027 ≤ 1 time*

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2026–2028

- **Investment plan implementation (percentage of approved plan):**
  - *2026–2028 – ≥ 80 (for approved projects only)*
- **Revenue excluding electricity sales revenue, EUR million:**
  - *2026 – 20.0*
  - *2027 – 22.1*
  - *2028 – 23.5*
- **Availability of digital TV and radio transmission services, %:**
  - *2026–2028 – TVR ≥ 99.9 and VDC ≥ 99.98*
- **Customer satisfaction index (NPS), score:**
  - *2026–2028 – ≥ 77*
- **Employee engagement (job satisfaction) index, score:**
  - *2026 – ≥ 69*
  - *2027 – ≥ 70*
  - *2028 – ≥ 71*