

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual EBITDA profitability:**
 - 2022: $\geq 24\%$
 - 2023: $\geq 27\%$
 - 2024: $\geq 33\%$
- **Annual financial debt to equity ratio:**
 - 2022–2024: ≤ 1

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Investment plan execution (as a percentage of the approved plan):**
 - 2025–2027: $\geq 80\%$
- **EBITDA as a percentage of revenue:**
 - 2025: 29%
 - 2026: 27%
 - 2027: 31%
- **Share of self-produced electricity in total electricity consumption of the company (percentage):**
 - 2025: 50%
 - 2026: 47%
 - 2027: 41%
- **Digital TV and radio broadcasting service availability (percentage):**
 - 2025–2027: $\geq 99.9\%$
- **Customer satisfaction (NPS index):**
 - 2025–2027: ≥ 69
- **Visitors to Vilnius TVB (thousands):**
 - 2025: 140
 - 2026: 171
 - 2027: 175
- **Key employee turnover rate (percentage):**
 - 2025–2027: $\leq 10\%$
- **Employee engagement (job satisfaction) indicator:**

- 2025–2027: ≥ 4.2