

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual EBITDA:**
 - *2022–2024: ≥ 1.5 million EUR*
- **Annual equity ratio to total assets:**
 - *2022–2024: range 0.3–0.45*

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Annual sales revenue (million EUR):**
 - *2025: ≥ 10.34*
 - *2026: ≥ 11.17*
 - *2027: ≥ 11.99*
- **Annual EBITDA (million EUR):**
 - *2025: ≥ 2.19*
 - *2026: ≥ 2.27*
 - *2027: ≥ 2.51*
- **Annual treated (including transferred to other managers) hazardous waste and oil-contaminated soil, sludge, and water (tonnes):**
 - *2025: ≥ 46,200*
 - *2026: ≥ 47,700*
 - *2027: ≥ 51,400*
- **Ratio of produced and consumed electricity (% , average):**
 - *2025–2027: ≥ 140*
- **Annual collected hazardous waste and oil-contaminated soil, sludge, and water (tonnes):**
 - *2025: ≥ 36,000*
 - *2026: ≥ 41,000*
 - *2027: ≥ 46,900*
- **Number of long-term development projects implemented that will increase average annual sales revenue by ≥ 200,000 EUR:**
 - *2025: ≥ 1*
 - *2026: ≥ 2*
 - *2027: ≥ 2*

- **Average pollutant emission from hazardous waste incineration plant, percentage of the limit norm:**
 - *2025–2027: ≤ 60*
- **Percentage of employees working in the company for at least 2 years:**
 - *2025–2027: ≥ 80*