

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual return on equity (ROE):**
 - *2022–2024: $\geq 12\%$*
- **Annual financial debt-to-equity ratio:**
 - *2022–2024: range 0.1–0.2*
- **Average dividends for the calendar years:**
 - *2022–2024: $\geq 65\%$ of distributable profit*

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Sales revenue (thousands EUR):**
 - *2025: 9,503*
 - *2026: 9,920*
 - *2027: 10,290*
- **EBITDA (%):**
 - *2025: 31.0*
 - *2026: 29.9*
 - *2027: 29.5*
- **Revenue per work hour (EUR):**
 - *2025: 45.5*
 - *2026: 46.5*
 - *2027: 47.5*
- **CO₂e emissions per thousand EUR revenue (tons):**
 - *2025–2027: -2.5%*
- **Customer recommendation index (NPS):**
 - *2025: ≥ 74*
 - *2026: ≥ 75*
 - *2027: ≥ 76*
- **Business diversification (revenue from non-AB "Via Lietuva," thousands EUR):**
 - *2025: 2,300*
 - *2026: 2,415*
 - *2027: 2,535*

- **Employee recommendation index (eNPS):**

- 2025: ≥ 60

- 2026: ≥ 62

- 2027: ≥ 64

- **Employee training (hours per employee):**

- 2025: ≥ 22

- 2026: ≥ 24

- 2027: ≥ 26