

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Annual EBITDA:**
 - 2022 - (-0.7) million Euros,
 - 2023 \geq 0.3 million Euros,
 - 2024 \geq 1.3 million Euros
- **Annual Financial Debt-to-Equity Ratio:**
 - 2022 \leq 1.6 times,
 - 2023–2024 range 0.6–1.4 times.

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Return on Equity (ROE), %:**
 - 2024 - 2.2
 - 2025 - 2.8
 - 2026 - 3.3
- **Number of Exhibitions occupying more than 4000 sq.m.:**
 - 2024 - 7
 - 2025 - 8
 - 2026 - 9
- **Decrease in Energy Resource Costs, %:**
 - 2024 - 3
 - 2025 - 5
 - 2026 - 7
- **Number of Submitted/Won Bids for International Events, units:**
 - 2024 - 12/2
 - 2025 - 15/3
 - 2026 - 17/4
- **Increased Number of New Themes (Conferences, Exhibitions), units:**
 - 2024 - 3
 - 2025 - 4
 - 2026 - 5
- **Voluntary Employee Turnover, %:**

- 2024-2026 ≤ 15
- **Percentage of Employees Who View Work Environment and Company Culture Positively, %:**
 - 2024 - 75
 - 2025 - 80
 - 2026 - 83