

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Adjusted EBIT profitability:**
 - 2022–2024 $\geq 3\%$.
- **Annual financial leverage ratio with equity:**
 - 2023–2024 ≥ 0.08 , but ≤ 0.3 times

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Regulated operational profitability, %:**
 - 2024-2026 - 5.0
- **VKC good governance index:**
 - 2024 - 2026 - A+
- **Average delay per flight of the route-related to air navigation services, min.:**
 - 2024-2026 ≤ 0.02
- **Deviation of route air navigation service unit cost index (MVSIN), points:**
 - 2024 - 1.05
 - 2025 - 0.99
 - 2026 - 0.97
- **Aviation incident index:**
 - 2024 ≤ 0.4
 - 2025 ≤ 0.4
 - 2026 ≤ 0.4
- **Employee engagement, %:**
 - 2024 – 40
 - 2025 – 47
 - 2026 - 49