

## 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 -  $\leq 1$  time

## TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Investment Plan Execution (percentage from approved plan):**
  - 2024-2026 -  $\geq 80$
- **Percentage of Self-Generated Electricity from Total Electricity Consumed:**
  - 2024 - 50%
  - 2025 - 51%
  - 2026 - 56%
- **Digital TV and Radio Broadcasting Service Availability (%):**
  - 2024-2026 -  $\geq 99.9\%$
- **Customer Satisfaction, eNPS Index, Change in Percentage Points, Compared to Previous Year:**
  - 2024 -  $> 67$
  - 2025 - + 1 p.p.
  - 2026 - + 1 p.p.
- **Key Employee Turnover Rate (%):**
  - 2024-2026 -  $\leq 10\%$
- **Employee Engagement (Job Satisfaction) Indicator:**
  - 2024-2026 - (annually)  $\geq 4$