

KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD OF 2022–2024

- **Average Annual Return on Equity (ROE):**
 - 2022–2024 $\geq 9\%$
- **Annual Debt-to-Equity Ratio:**
 - 2022–2024 ≤ 0.7 times
- **Allocated Average Dividends for Calendar Years:**
 - 2022–2024 $\geq 70\%$ of net profit

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD OF 2022–2024

- **Debt-to-EBITDA Ratio:**
 - 2022-2024 1.0 - 3.0
- **EBITDA Margin, %:**
 - 2022 ≥ 5.2
 - 2023 ≥ 5.4
 - 2024 ≥ 5.5
- **Number of Valid Claims Regarding Work Quality and/or Completion Deadlines:**
 - 2022-2024 - 0
 - 2022-2024 - 100