

TARGETED KEY FINANCIAL PERFORMANCE INDICATORS FOR THE PERIOD 2022–2024

- **Average annual EBITDA:**
 - 2022–2023: ≥ 2.3 million EUR
 - 2024: ≥ 57 million EUR
- **Investment financing structure:**
 - 2022–2024: Share of investments financed by sources other than KPPP (borrowed, EU or other funds) $\geq 30\%$

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2025–2027

- **Productivity – EBITDA (adjusted) per employee (thousands EUR):**
 - 2025: 15.0
 - 2026: 17.2
 - 2027: 20.2
- **Net profitability (%):**
 - 2025: 7
 - 2026: 8
 - 2027: 4
- **Innovative changes implemented (units):**
 - 2025–2027: 6
- **Project alignment with annual plans (%):**
 - 2025: 70
 - 2026: 75
 - 2027: 80
- **Effectiveness indicator for the management of highways and expressways (KVER, %):**
 - 2025: 33.5
 - 2026: 40.1
 - 2027: 42.0
- **Customer satisfaction index (GCSI):**
 - 2025: 72
 - 2026: 74
 - 2027: 75

- **Employee engagement indicator (%):**

- 2025: 65

- 2026: 67

- 2027: 69

- **Voluntary employee turnover (%):**

- 2025: ≤ 15

- 2026: ≤ 12

- 2027: ≤ 12