

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 PPP (borrowings, EU or other) $\geq 30\%$

TARGETED SPECIALIZED INDICATORS FOR THE PERIOD 2024–2026

- **Labor productivity – EBITDA per employee, thousand EUR**
 - 2024: 15
 - 2025: 18
 - 2026: 20
- **Number of innovations in projects**
 - 2024-2026: 5 per year
- **Reputation index**
 - 2024: +1
 - 2025-2026: +2
- **Change in SESD quantity (decrease), %**
 - 2024-2026: 5% decrease annually
- **Change in employee engagement index, %**
 - 2024-2026: +5% annually