

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:**
 - For investments made during 2022–2024, the share financed by non-KPPP funds (borrowed, 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, units:**
 - 2024–2026: 5 annually
- **Communication efficiency:**
 - 2024: 25%
 - 2025: 25.4%
 - 2026: 25.8%
- **Change in the amount of GHG emissions (reduction), %:**
 - 2024–2026: 5% annually
- **Change in employee engagement indicator, %:**
 - 2024–2026: +5% annually