

COMPANY CEO KPI's FOR 2026

	OBJECTIVES SET FOR THE DIRECTOR	PERFORMANCE INDICATOR	TARGET VALUE FOR 2026	INDICATOR WEIGHT (%)	
FINANCIAL OBJECTIVES	1. Achieve the financial targets set for 2026	Achievement of financial indicators is assessed based on the budget approved by the Board for 2026. Performance is evaluated from 75% to 100% in accordance with the Remuneration Policy	EBITDA – achievement of the 2026 budget	45	65
			Annual ratio of financial debt to equity – 0.2	20	
NON-FINANCIAL OBJECTIVES	2. Digitalize LITEXPO's operational processes	Three systems for internal process management have been implemented: the first – a Document Management System (DMS); the second – a Public Procurement Management System; the third – a Project Management and Sales System.	Three systems implemented	10	10
	3. Ensure customer satisfaction with the services provided	Customer Satisfaction Score (CSC) in relation to the global exhibition industry CSC benchmark.	≥3,8	5	5
	4. Ensure the Company's efficiency and good governance	LITEXPO Corporate Governance Index for 2026, assessed by the Governance Coordination Centre (GCC).	Transparency – not less than A+; Strategic Management – not less than A; Sustainability – not less than A+	5	5
	5. Reduce greenhouse gas (GHG) emissions per LITEXPO visitor	Greenhouse gas (GHG) emissions (t CO <sub>2</sub> eq.) per annual number of Company visitors.	2026 - ≤0,0005338	5	5
	6. Maintain employee engagement in the Company's activities.	Employee engagement assessment.	Employee engagement survey result – ≥ 7.5	10	10