

ANNUAL CORPORATE OBJECTIVES & KPIs

STRAVIK Construction Group · Controlled Document

Document No.	Revision	Effective Date	Document Owner	Status
STV-GOV-PLN-007	00 (Initial Issue)	2026-10-24	President	Issued for review / pending approval

Management system alignment: This document is aligned with ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 requirements as applicable. STRAVIK Construction Group does not claim third-party certification to these standards. Florida Certified General Contractor License No. **[FL LICENSE NO.]**.

REVISION HISTORY

Rev.	Date	Description of Change	Prepared By	Approved By
00	2026-10-24	Initial issue for STRAVIK Construction Group	[PREPARED BY]	Michael Gaya, President

1. PURPOSE

This document defines the annual corporate objectives and Key Performance Indicators (KPIs) for STRAVIK Construction Group (STRAVIK). It aligns the company's strategic goals with measurable outcomes in Safety, Quality, Environmental Stewardship, Financial Health and Operational Excellence, forming the foundation for continual improvement within the Integrated Management System (IMS).

2. SCOPE

Applies to all corporate departments, divisions (General Contracting, Structures, Development, Infrastructure) and project sites under STRAVIK's control. KPIs are reviewed quarterly by the Executive Leadership Team (ELT) and Corporate Governance Committee to measure progress, drive accountability and identify improvement opportunities.

3. GOVERNANCE STRUCTURE

Role	Responsibility
President	Approves annual objectives and ensures strategic alignment.
[VICE PRESIDENT / OPERATIONS]	Oversees execution and resource allocation.
Corporate QHSE Director	Tracks Safety, Quality and Environmental KPIs.
Finance Director (CFO)	Tracks Financial and Operational KPIs.
Department Heads / Project Managers	Implement improvement actions and report progress monthly.

4. ANNUAL CORPORATE OBJECTIVES (FY 2026)

Strategic Objective	Description	Linked ISO Clause
Zero Harm Work Culture	Achieve zero Lost-Time Incidents (LTIs) across all projects.	ISO 45001 – 8.1 & 10.3
Quality First Execution	Deliver 100% of projects on time, on budget and defect-free.	ISO 9001 – 8.5 & 9.1
Environmental Sustainability	Reduce site waste to landfill by $\geq 20\%$ and increase recycling rates to $> 80\%$.	ISO 14001 – 6.1 & 10.2
Financial Resilience	Maintain operational profit margin $> 12\%$ and positive cash flow per quarter.	ISO 9001 – 9.3
Client Satisfaction	Achieve $\geq 90\%$ positive client feedback on project close-outs.	ISO 9001 – 9.1.2
Workforce Development	Train 100% of employees in safety, leadership and ethics programs.	ISO 45001 – 7.2 & 7.3
Digital Transformation	Implement digital QA/QC and safety reporting systems on all active projects.	ISO 9001 – 7.1.6

Targets in Sections 4 and 5 are initial management targets for STRAVIK's first performance year and are subject to confirmation by the President. They are goals, not reported results.

5. KEY PERFORMANCE INDICATORS (KPIs)

5.1 Safety Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Total Recordable Incident Rate (TRIR)	≤ 0.50	OSHA 300 logs / hours worked	Corporate Safety Director
Lost Time Injury Frequency Rate (LTIFR)	0.00	Incident reports	Project Managers / HSE
Near Miss Reporting Rate	≥ 1 per 10 workers per month	Site logs	Field Supervisors
Safety Training Compliance	100%	Training roster review	HR / Safety Dept.
Audit Corrective Action Closure	$> 95\%$ within 30 days	Audit tracker	Quality & HSE Directors

5.2 Quality Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Rework Cost % of Revenue	$< 1\%$	Cost reports	Project Controls Mgr.
Non-Conformance Report (NCR) Closure	$> 95\%$ within 15 days	NCR log	QA/QC Mgr.
Client Satisfaction Score	$\geq 90\%$	Client survey	President / PM
Document Control Compliance	100%	Internal audits	Document Control Coordinator

5.3 Environmental Performance Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Waste Recycling Rate	≥ 80%	Waste disposal records	Env. Mgr.
Spill Incidents > 1 gal	0	Incident log	Site Superintendents
Energy Usage Reduction	5% per year	Utility bills	Facilities Mgr.
Environmental Audit Compliance	100%	ISO 14001-aligned audit	Env. Mgr.

5.4 Financial & Operational Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Gross Margin	≥ 12%	Financial statements	CFO
Cash Flow per Quarter	Positive	Finance tracking	CFO
Project Schedule Adherence	> 90% on time	Primavera P6 / PM reports	PM / Ops Mgr.
Change Order Cycle Time	≤ 10 days	Contract log	Contracts Mgr.

5.5 Workforce & Training Indicators

KPI	Target 2026	Measurement Method	Responsible Party
Employee Turnover Rate	< 8%	HR records	HR Director
Annual Training Hours per Employee	≥ 40	LMS reports	HR Director
Leadership Succession Plan Coverage	100% of key roles	HR matrix	Executive Team

6. MONITORING & REPORTING

- KPI results are reviewed monthly by department heads and reported quarterly to the ELT.
- Significant deviations trigger a Corrective Action Plan with defined owners and timelines.
- The Corporate Performance Dashboard consolidates all metrics for real-time visibility.
- Annual results are summarized in the Management Review (STV-GOV-PRO-009) and the Sustainability & ESG Report (STV-GOV-RPT-010).

7. CONTINUAL IMPROVEMENT

Each KPI is evaluated for relevance, accuracy and impact during the annual review cycle. Targets are reviewed annually to drive progress toward best-in-class performance.

8. DOCUMENT CONTROL

- Controlled under the Records Management & Document Control Policy (STV-GOV-POL-011).
- Reviewed and updated annually by the Executive Leadership Team.

- Retained for a minimum of five (5) years for corporate audits and client pre-qualifications.

APPROVAL

Role	Name	Title	Signature	Date
Prepared By	[PREPARED BY]	[TITLE]		
Reviewed By	[QUALITY / HSE MANAGER]	[TITLE]		
Approved By	Michael Gaya	President		

This document is reviewed at least annually, or upon significant organizational, legal or operational change, and re-issued under document control per STV-GOV-POL-011.