



## ANNUAL INCENTIVE FOR THE ACHIEVEMENT OF ANNUAL GOALS

Annual incentive scheme for the Chief Executive Officer is approved by the Management Board of LTG Group. This scheme is linked to the achievement of the LTG Group's annual goals approved by the Board of LTG Group (100). Each year, the Management Board approves the structure, thresholds, and weightings of the Company's annual goals and, at the end of the year, approves the results of the achievement of these goals and the final value of the annual incentive. The maximum annual incentive opportunity may not exceed 30% of the annual basic salary.

The maximum amount of monthly incentive, i.e. 1/12 of the annual incentive share for 2025, could not exceed EUR 4,395. The annual incentive for achieving the 2025 goals was not granted to the Company's CEO, as he had left the Company prior to the pay-out of the annual incentive. This information is disclosed in the Company's interim management report and after the end of the calendar year.

Annual incentive for the achievement of goals of the year 2026, based on approval of Company's Management Board, could be granted in the spring of 2027.

## IMPLEMENTATION OF OBJECTIVES FOR 2025

(disclosed in the [Company's management report](#), Overview, Strategy part)

Strategic direction / goals	Indicators for measuring achievement of goals	Measurement unit	Targets and tasks	Weight, %	Benchmarks for achievement of goals	Indicators of achievement of goals	
<b>Value creation through integration into Western markets</b>	LTG Group EBITDA margin	%	Long-term profitability of the LTG Group in line with the shareholder's expectations	20%	>30.2	34.5	Achieved
	Implementation level of strategic projects and investments of LTG Group	%	Successful implementation of Rail Baltica Programme, Electrification Programme, FREE Rail Programme	20%	>60	80.7	Achieved
<b>Customer experience</b>	Customer NPS (LTG Cargo Lietuva NPS)	Score	Increasing customer satisfaction with the provided services	5%	>22	34	Exceeded
	Passenger retention level (LTG Link)	%	Consistent increase in passenger retention level	5%	>54	51.5	Not achieved
<b>Operational efficiency</b>	Value generated by continuous improvement in 2025	EUR million	Strengthening the culture of continuous improvement by generating value for LTG Group	10%	>6.4	13.8	Exceeded
<b>Business development</b>	Implementation level of business development goals of LTG Group: 50% - LTG Cargo 20% - LTG Link 20% - LTG Infra 10% - GTC	%	Implementation of business development projects to achieve revenue growth for LTG Group	10%	>80	90.0	Partially achieved
<b>ESG</b>	ESG rating	%	Growing the culture of sustainability of the LTG Group	10%	≥50	≥70	Achieved
<b>Business resilience</b>	Level of business resilience	%	Strengthening business resilience by implementing cyber security, personal data security, anti-corruption and other risk management measures and reducing technological dependence of the LTG Group on unfriendly countries	5%	>80	>90	Achieved
	Level of employee safety (accidents due to employer's fault)	Workplace accidents due to employer's fault* per 1 million total working hours	Minimising incidents by ensuring a high level of occupational safety	5%	<0.7	0.54	Partially achieved
<b>Inclusive organisational culture</b>	Level of employee engagement	%	Increasing employee engagement	10%	>77	84	Exceeded

## ANNUAL OBJECTIVES FOR 2026

Strategic Direction	Indicators for measuring achievement of goals	Measurement unit	Targets and tasks	Weight, %	Benchmarks for achievement of goals
<b>FINANCIAL INDICATORS</b>	Ensure LTG Group EBITDA margin	%	Long-term profitability of the LTG Group in line with the shareholder's expectations	<b>20%</b>	≥30.2
<b>CUSTOMER EXPERIENCE</b>	Ensure LTG Group customer experience maturity level	score	Consistently increase customer experience maturity	<b>10%</b>	≥54
<b>OPERATIONAL EXCELLENCE</b>	Increase the value generated by Continuous Improvement in 2026	mEur	Strengthening the culture of continuous improvement by generating value for LTG Group	<b>10%</b>	≥8
<b>BUSINESS EXPANSION</b>	Ensure the implementation of Strategic Programs and Investments	%	Successful implementation of Rail Baltica, Electrification, FREE Rail Programmes and implementation of other investments	<b>15%</b>	≥80
	Increase freight and passenger turnover (w/o transit)	%	Business expansion initiatives that increase the growth of passenger and freight flows of the LTG Group	<b>15%</b>	≥70
<b>DECARBONIZATION</b>	Reduce LTG Group's climate impact	Scope 1 and 2 GHG emissions per unit of revenue, tCO <sub>2</sub> e/mEUR	Continuous reduction of the LTG Group's climate impact	<b>10%</b>	≤192
<b>BUSINESS RESILIENCE</b>	Ensure the Business Resilience	level	Increase the level of business resilience maturity	<b>10%</b>	≥3.57
<b>ENGAGING ORGANIZATIONAL CULTURE</b>	Maintain the Employer Recommendation Index (eNPS)	rate	Growing employer recommendations	<b>10%</b>	≥40