



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 (60%), and the achievement of the Company's annual goals (40%). Each year, the Management Board of LTG Cargo 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, for current CEO will not be able to exceed EUR 3,300.

The annual incentive for the Company's 2024 targets was not paid to the current CEO – such targets were not set for the newly established company. In April 2025, the appointed CEO of the Company received an annual incentive from his previous employer for the 2024 targets set and achieved for the position of LTG Administration Director, the monthly (1/12) portion of which amounted to EUR 2,331.

ANNUAL OBJECTIVES FOR 2025

In June 2025, the Company's Board approved the annual goals of LTG Competence Centre, the indicators against which they are measured and the target values. Taking into account the ambition and strategic goals of the LTG Competence Centre, annual goals were set to help ensure customer satisfaction, increase operational efficiency, reduce environmental impact, ensure business resilience, and increase employee engagement. Based on the approved annual objectives, LTG Competence Centre employees have personal goals set. In this way, LTG Competence Centre employees are involved in a structured and coherent process of implementing the LTG Group's strategy, linking the achievement of objectives to career, development and incentive plans.

Strategic activity goals	Strategic activity indicators	Unit of measure	Weight, %	Goals 2025
OPERATIONAL EFFICIENCY				
Improving operational efficiency	Achieved Continuous Improvement Maturity Level I	Maturity assessment scores	20,0	≥1,3
	Management of KC's planned costs	%	25,0	≤104
CUSTOMER EXPERIENCE				
Improving customer satisfaction	Customer Satisfaction Indicator (CSAT)	%	25,0	≥3,84
BUSINESS RESILIENCE				
Work safety Ensuring	Business resilience level ensured	%	5,0	≥80
	Improved worker safety (accidents due to employer's fault)	Accidents at work due to employer's fault*1 M / total working hours	5,0	≤1,4
ESG				
Reduction of environmental impacts	Reduction of CO2 emissions (g/km) for light and heavy goods vehicles up to 3.5 t	%	10,0	(≥) 3% below the 2024 value
INCLUSIVE ORGANISATIONAL CULTURE				
Strengthening organisational culture	Employee engagement level maintained	%	10,0	≥80