

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 2024, could not exceed EUR 3,240.

In April 2025, a **monthly portion (1/12) of the annual incentive** to the Company's CEO for achievement of the goals of the year 2024 amounted to EUR 2,646. This information is usually disclosed in the company's management report after the end of the calendar year.

IMPLEMENTATION OF OBJECTIVES FOR 2024

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

In December 2023, the LTG Cargo Board approved LTG Cargo's annual objectives, the indicators against which they are measured and the target values linked to the implementation of the strategy. Taking into account the LTG Cargo Group's ambitions and strategic goals, the annual targets help to ensure that it remains the first choice for logistics services, greater operational efficiency, business development, ESG, ensure comprehensive safety and increase employee engagement. Based on the approved annual objectives, LTG Cargo employees have personal goals set. In this way, LTG Cargo 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 2024	Goal implementation indicators 2024	Goal achievement 2024
First choice for logistic services	EBITDA margin in LTG Cargo group ¹	%	20%	17.5	24.2*	Exceeded
Operational efficiency	Expenses of LTG Cargo Group through freight turnover	EUR/tkm	15%	0.042	0.041	Achieved
Business development	LTG Cargo's revenue from foreign markets and new initiatives for business development ²	million EUR	15%	34	30.6	Achieved in part
	LTG Cargo Lietuva NPS	%	20%	7	18	Exceeded
ESG	Purchase of freight electric locomotives	Level of completion completion	10%	Final tender proposals from suppliers have been received and evaluated, proposals are prioritized.	Final tender proposals from suppliers have been received and evaluated, proposals are prioritized, successful proposal is announced.	Exceeded
Business resilience	Risk management level	%	5%	90	95	Exceeded
	Lost time injury frequency rate (LTIFR)	Accidents at work *1 M / total working hours	5%	2	2.73	Achieved in part
Strong organisational culture	Employee engagement (LTG Cargo)	%	10%	53	58	Exceeded