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, could not exceed EUR 3,720. In April 2026, **a monthly portion (1/12) of the annual incentive** to the Company's CEO for achievement of the goals of the year 2025 amounted to EUR 2,654. This information is usually disclosed in the company's H1 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	Strategic activity indicators	Unit of measure	Weight, %	Goal achievement guidelines	Goal implementation indicators	Achievement of goals
VALUE CREATION THROUGH INTEGRATION INTO WESTERN MARKETS						
Ensure LTG Cargo's EBITDA margin	Ensured LTG Cargo Group's EBITDA margin	%	25.0	≥19.3	23.9	Exceeded
CUSTOMER EXPERIENCE						
Improve customer experience	Increased level of customer experience (LTG Cargo NPS)	%	15.0	≥22	34	Exceeded
OPERATIONAL EFFICIENCY						
Increase of operational efficiency	Achieved Level I maturity of Continuous Improvement	maturity assessment in points	10.0	≥1.3	3.1	Exceeded
BUSINESS DEVELOPMENT						
Progresuojanti „LTG Cargo Polska" vystoma veikla	Increased LTG Cargo Polska's Cash EBITDA	EUR million	10.0	≤-4.8	-3.0	Achieved
	Implemented new LTG Cargo Polska's operational model focused on direct customers	EUR million	10.0	Additional income amounting to ≥ EUR 8 million per year	8.6	Partially achieved
ESG (ENVIRONMENTAL, SOCIAL, AND GOVERNANCE PRACTICES)						
Implementation of sustainable operations	Reduce environmental impact through freight turnover in Lithuania	gCO_2e/ tkm	10.0	≤12.87	12.20	Exceeded
BUSINESS RESILIENCE						
Improve the risk management level and strengthen comprehensive employee safety	Ensured level of business resilience	%	5.0	≥80	94	Achieved
	Ensured employee safety (accidents attributable to employer fault)	Accidents at work due to the employer's fault *1 M / total hours worked	5.0	≤0.5	1.03	Not achieved
INCLUSIVE ORGANISATIONAL CULTURE						
Increase employee engagement	Increased level of employee engagement	%	10.0	≥73	78	Achieved

ANNUAL OBJECTIVES FOR 2026

Strategic direction	Strategic activity indicator	Unit of measure	Weight, %	Goal achievement guideline
FINANCIAL METRICS				
Ensure LTG Cargo Group's EBITDA margin	EBITDA margin (w/o transit)	%	*10,0*	≥15,9
CUSTOMER EXPERIENCE				
Improve customer experience	*TOP customers' recommendation (NPS) (Relationship)*	score	*10,0*	≥38
OPERATIONAL EXCELLENCE				
Improve operational excellence	Achieved Level II maturity of Continuous Improvement	level	*10,0*	≥1,7
	LTG Cargo Group's employee productivity	*mln. tkm net / FTE*	*10,0*	≥3,9
BUSINESS EXPANSION				
Stabilize business expansion and ensure profitable growth	LTG Cargo Polska cash EBITDA	mEur	*10,0*	≤-3,1
	Net loss of intermodal activities (VIT/KIT-KLP, KIT-DUI)	mEur	*10,0*	≤-8,8
	LTG Cargo Group's freight turnover (w/o transit),	mlrd. tkm neto	*10,*	≥5,5
DECARBONIZATION				
Sustainable operations	LTG Cargo Group's climate impact	Scope 1 and 2 GHG emissions per revenue unit, tCO2e/M EUR	*10,0*	≤256,4
BUSINESS RESILIENCE				
Ensured level of business resilience	Business resilience level	level	*10,0*	≥3,7
ENGAGING ORGANIZATIONAL CULTURE				
Maintain the Employer Recommendation rate	Employee recommendation level eNPS	rate	*10,0*	≥12