

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 Link 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 3,150.

In April 2025, a monthly portion (1/11) of the annual incentive to the Company's CEO for achievement of the goals of the year 2024 amounted to EUR 2,474 (total amount divided by 11 months – proportionally to the term of appointment of the Chief Executive Officer from 1 February 2024). 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)

On March 2024, the Board of LTG Link approved annual indicators measuring them and the targets related to the implementation of the LTG Strategy 2028. In line with LTG Link's ambition and strategic objectives, annual objectives in the areas of ensuring passenger turnover and passenger satisfaction, improvement of operational efficiency, expansion of services business, delivering on LTG Link's strategic investments, and focusing on ensuring business resilience have been developed. Based on the approved annual objectives, LTG Link employees have personal goals set. In this way, LTG Link 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 direction	Indicators for measuring achievement of targets	Measuring unit	Weight, %	Benchmarks for achievement of targets for 2024	Indicators of implementation of targets for 2024	Achievement of targets for 2024
Culture of sustainable mobility for travellers	NPS	%	10%	>72	70	Partially Achieved
Operational efficiency	Operating cost to revenue ratio (excluding subsidies)	EUR	5%	<1.48	1.21	Exceeded
	LTG Link rolling stock maintenance programme (as per attached list)	%	35%	>100%	98.7%	Achieved
Business development	Rail Baltica readiness	Implementation level	5%	LTG Link business model for Rail Baltica infrastructure and implementation action plan to be prepared and approved by LTG Link and LTG Boards by end of Q2	100%	Achieved
	LTG Link Passenger turnover	Million passenger-kilometres	20%	>496	537.4	Exceeded
Business resilience	Lost time due to injuries (LTIFR)	Accidents at work *1 M / total working hours	5%	<3	1.89	Exceeded
ESG	Acquisition of new trains	Implementation level	10%	Train design approved; State guarantee for loans signed; Financing agreement signed with NIB and EIB; Assembly of first train to commence by 30 November 2024	100%	Achieved
Strong organisational culture	Employee engagement	%	10%	>56	81*	Exceeded