

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 2025

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

On December 2024, the Board of LTG Link approved annual indicators measuring them and the targets related to the implementation of the LTG Strategy 2029. 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 2025	Indicators of implementation of targets for 2025	Achievement of targets for 2025
Financial indicators	Cost-to-income ratio (excluding transit and state subsidy income)	Ratio	10%	<1,92	1,86	Exceeded
Operational efficiency	Maintain train readiness (50 trains)	%	20%	>70	72,8	Exceeded
	Achieved Continuous Improvement Level I maturity	Rating	10%	>1,5	2,5	Exceeded
Customer experience	Higher customer retention rate	%	10%	>56	51,5	Not Achieved
Business development	Expansion of international operations	%	10%	Progress of the action plan aligned with the LTG Link Board	100	Achieved
Business resilience	Ensured business resilience level	%	5%	>90	88,9	Partially Achieved
	Lost time due to injuries (LTIFR)	Accidents at work *1 M / total	5%	<0,5	1,72	Not Achieved

		working hours				
ESG	LTG Link Passenger turnover	Million passenger-kilometres	20%	>502	479,9	Partially Achieved
Strong organisational culture	Employee engagement	%	10%	>81	83	Exceeded