

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 of the Company's annual goals approved by the Board of LTG Infra. Each year, the Management Board 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 2,419. 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 the end of 2023, in line with the orientations adopted in the Strategy, the Management Board has set the main operational goals for 2024. The goals set correspond to the Company's priorities: to implement strategically significant projects, to balance revenue/costs, to ensure safe and high-quality infrastructure, to improve organizational culture.

Main goals	Indicators of achievement of goals	Measure unit	Weight, percent	2024 Benchmarks for achievement of goals	Indicators of goal achievement for 2024	Achievement of goals in 2024
Implemented strategic projects	LTG Infra Rail Baltica programme	%	10.0%	>35	32.6	Partially Achieved
	LTG Infra Rail Baltica CAPEX	EUR million	10.0%	>139	111.6	Partially Achieved
	Other Infra projects (excl.RB and Electrification programmes CAPEX)	EUR million	5.0%	>85	55.5	Partially Achieved
Optimised infrastructure revenue and cost level	LTG Infra costs	EUR million	10%	<197.2	189.4	Exceeded
	Implementation of initiatives under the operational efficiency programmes	Level of achievement	5.0%	Implementation of measures under the Programme launched in 2023	Achieved	Achieved
Achieved quality criteria of MAC agreement	Minutes of delay for passenger trains caused by actions of the infrastructure manager	Min/train km	7.5%	<8	3.4	Exceeded
	Section length with short-term speed limitations due to poor infrastructure condition	km	7.5%	<43	15.1	Exceeded
Expanded commercial potential of passenger terminals	Commercial potential of stations	Level of achievement	10.0%	Development of commercial potential of stations	Minimum threshold achieved	Partially Achieved
Progress of electrification programme in 2024	Electrification programme (as to attached list)	%	15.0%	>100	114	Exceeded
Improve the risk management level and increase employee safety	Risk management level	%	5.0%	>90	92	Achieved
	Time lost due to injury rate (TLDIR)	Accidents at work *1 M / total working hours	5.0%	<0.9	0.7	Exceeded
Increased employee engagement level	Employee engagement	%	10.0%	>57	87	Exceeded