ANNUAL PERFORMANCE BONUS

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 Company's 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 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 2,542. 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)

Indicators for measuring achievement of targets	Measuring unit	Weight, %	Benchmarks for achieving the objectives	Indicators of achievement of objectives	Achieving goals
Implemented strategic projects	**%**	30%	>90	85	**Minimum threshold achieved**
Implemented MAC contract requirements	**%**	10%	>90	94,8	**Achieved**
Implemented station activation goals	**%**	5%	>80	28	**Not achieved**
Achieved Continuous Improvement Level I	Maturity assessment (points)	15%	>1,5	1,7	**Exceeded**
Increased revenue from Railway Service Facilities (RSF) and non-regulated services	EUR million	10%	>29,3	28,6	**Minimum threshold achieved**
Electricity savings in production and administrative premises, compared to 2024	**%**	10%	(>) 3.4% less value than in 2024	4% less value than in 2024	**Exceeded**
Ensured level of business resilience	**%**	5%	>90	91,2	**Achieved**
Improved employee safety (accidents attributable to employer fault)	Accidents at work *1 million / total working hours	5%	<0,22	0,23	**Achieved**
Increased employee engagement level	**%**	10%	>87	88	**Exceeded**

ANNUAL OBJECTIVES FOR 2026

Strategic direction	Indicators for measuring achievement of targets	Measuring unit	Weight, %	Benchmarks for achieving the objectives
FINANCIAL INDICATORS				
Maintain the level of operating expenses	Operating expenses	EUR million	*10,0*	≥235,7
CUSTOMER EXPERIENCE				
Ensure the satisfaction of business customers	Customer Satisfaction Level (NPS)	rate	*10,0*	≥39
OPERATIONAL EXCELLENCE				
Improve operational efficiency	Continuous Improvement Level II	level	*10,0*	≥1,7
	Optimize and activate real estate	EUR million	*10,0*	≥4,4
BUSINESS EXPANSION				
Ensure the implementation of the RB program and other investments	Implementation of the RB program and other investments	*%*	*30,0*	≥80
DECARBONIZATION				
Prepare the infrastructure for electric rolling stock	Implementation of the Electrification Program	*%*	*10,0*	≥80
BUSINESS RESILIENCEVERSLO ATSPARUMAS				
Ensure a level of business resilience	Level of business resilience	level	*10,0*	≥3,75
ENGAGING ORGANIZATIONAL CULTURE				
Maintain the employer recommendation rate	Employer Net Promoter Score (eNPS)	rate	*10,0*	≥57