



## 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 sole shareholder 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 2,460. 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 1,640. 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 the sole shareholder approval, 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/target	Indicators of achievement of goals	Measurement unit	Weight, %	Guidelines for achievement of goals in 2025	Indicators of achievement of goals in 2025	Achievement of goals in 2025
Value creation while integrating into western markets	Ensured EBITDA margin	%	15%	>10	<b>16.3</b>	<b>Exceeded</b>
Operational efficiency	Achieved Level I maturity of Continuous Improvement	Score	15%	>1.3	<b>1.7</b>	<b>Achieved</b>
	Retaining share of successful tenders in Lithuania	% from value EUR	15%	>40	<b>60.9</b>	<b>Exceeded</b>
Business development	Increasing revenue from external customers and RB in 2025 (for completed work, not from LTG group companies)	EUR million	20%	>3.8	<b>2.0</b>	<b>Not achieved</b>
	The total value of contracts signed in 2026 from RB	EUR million	5%	>3.4	<b>0.0</b>	<b>Implementation postponed to later years</b>
ESG (sustainability)	Total energy costs (electricity, fuel, boiler rooms, buildings) to ensure operations per unit of revenue	MWh/EUR	10%	>0 percent less than the 2024 value	<b>1 percent less than the 2024 value</b>	<b>Achieved</b>
Business resilience	Ensured level of business resilience	%	5%	>80	<b>100</b>	<b>Exceeded</b>
	Improved employee safety (accidents attributable to employer fault)	Accidents at work due to the employer's fault *1 million / total working hours	5%	<5.5	<b>0.0</b>	<b>Exceeded</b>
Inclusive organisational culture	Increased level of employee engagement	%	10%	>76	<b>81</b>	<b>Achieved</b>



## OBJECTIVES FOR 2026

Strategic direction/ target	Indicators of achievement of goals	Measurement unit	Weight, %	Guidelines for achievement of goals in 2026
<b>FINANCIAL INDICATOR</b>				
Ensured EBITDA margin	EBITDA margin	%	15,0%	≥3,7
<b>CUSTOMER EXPERIENCE</b>				
Maintain customer satisfaction level	CSAT	rate	10,0%	≥50
<b>OPERATIONAL EFFICIENCY</b>				
Achieve Continuous Improvement maturity level and optimize long-term assets	Achieved Level II maturity of Continuous Improvement	level	10,0%	≥1,7
	Optimize long-term assets	mEUR	15,0%	≥1,9
<b>BUSINESS EXPANSION</b>				
Increase revenue from external clients	Revenue	mEUR	20,0%	≥2,2
<b>DECARBONIZATION</b>				
Reduce GTC's climate impact	Implementation of decarbonization action plan	%	10,0%	≥70
<b>BUSINESS RESILIENCE</b>				
Ensured level of business resilience	Level of business resilience	level	10,0%	≥3,37
<b>ENGAGING ORGANIZATIONAL CULTURE</b>				
Maintain the Employer Recommendation rate	eNPS	rate	10,0%	≥25