

Key Performance Indicators of Ignitis Group for the year 2022 to be considered for Bloomberg Gender-Equality Index

KPI	Indicator / Comment	Definition (provided by Bloomberg Gender-Equality Index)
Leadership		
Percentage of women on company board	57%	Percentage of women on the board directors, of the total board size that are responsible for the supervision of management, as of fiscal year-end. This includes full-time directors only. Deputy members of the board and alternate directors will not be counted. Additional directors will be counted. If the company has both a supervisory board and a management board, this will refer to the directors on the supervisory board. Company secretaries (or board observers or censors) will not be counted.
Chairperson is a woman	No.	Indicates whether the board chair, or equivalent is a woman. For European companies with a supervisory board and a management board, this field looks at the chairperson on the supervisory board.
Gender balance in board leadership	50%	Percentage of the various committees of the board of directors chaired/co-chaired by a woman.
Chief executive officer (CEO) is a woman	No.	Indicates whether the chief executive officer (CEO), or equivalent, is a woman. For European companies with a supervisory board and a management board, this field refers to the CEO of the management board or equivalent.
Woman chief financial officer (CFO) or equivalent	No.	Indicates whether the chief financial officer (CFO), or equivalent, is a woman.
Percentage of women executive officers	13%	Percentage of women executives of the company, or members of equivalent management/executive body, of the number of executives as of fiscal year-end. Executives are as defined by the company or as individuals that form the company executive committee/board or management committee/board or equivalent.
Chief diversity officer (CDO)	Yes.	Chief diversity officer (CDO), or officer reporting to the executive team (within two levels of executive management), dedicated primarily to diversity and inclusion (D&I) strategy at the company as of fiscal year-end. Can refer to a chief human resources officer (CHRO) ONLY in the case that they have a primary business function of developing and maintaining the company's D&I strategies.

Talent Pipeline		
Percentage of women in total management	29%	Percentage of women in management who have senior-level, middle or lower-level supervisory responsibilities of total management.
Percentage of women in senior management	22%	Percentage of women in management who have senior-level supervisory responsibilities and are positioned in the management hierarchy within two levels of executive management of total management.
Percentage of women in middle management	31%	Percentage of women in management who have middle- or lower-level supervisory responsibilities and are positioned in the management hierarchy three or more levels from executive management of total middle management.
Percentage of women in non-managerial positions	30%	Percentage of women employees in non-managerial roles, of total non-managerial positions at fiscal year-end. Refers to women who work directly on a team as an individual contributor and have no responsibility as a manager to others.
Percentage of women in total workforce	30%	Percentage of women in the total workforce, of the total number of company employees.
Percentage of women total promotions	42 %	Percentage of women promoted of total promotions during fiscal year-end. Refers to women that were promoted or underwent career advancement out of total employees promoted.
Percentage of Women IT/Engineering	20%	Percentage of women working in functional roles with IT (Information Technology) and/or Engineering (Research & Development; Programming/Coding) responsibilities at the company, of the total employees working in these roles.
Percentage of new hires are women	44%	Percentage of women new hires, of the total number of new hires.
Percentage of women attrition	44%	Percentage of women employees that left the company, of the total employees that left the company.
Time-bound action plan with targets to increase the representation of women in leadership positions	Yes. Direct link: Strategic Plan for Diversity, Inclusion and Wellbeing 2022-2025	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women in leadership positions. Employees in leadership positions (which may include management with senior level responsibilities) or employees with supervisory responsibilities for one or more direct reports.
Time-bound action plan with targets to increase the representation of women in the company	Yes. Direct link: Strategic Plan for Diversity, Inclusion and Wellbeing 2022-2025	Indicates whether the company shares a publicly quantitative, time-bound action plan with targets to increase the representation of women positions in the company.

Pay		
Adjusted mean gender pay gap	<p>11%*</p> <p>For specialists, mid-level management, senior management, CEOs:</p> <p>Mean monthly salary full-time estimate WOMEN: 2558 eur;</p> <p>Mean monthly salary full-time estimate MEN: 2864 eur.</p> <p>*Adjusted for level of position – skilled workers and interns removed from the estimation. The gap remains relatively robust across location and tenure variations.</p>	Gender pay gap with reasonable adjustments made to consider role, location and tenure.
Global mean (average) raw gender pay gap	<p>3%</p> <p>Mean monthly salary full-time estimate WOMEN: 2546 eur;</p> <p>Mean monthly salary full-time estimate MEN: 2634 eur.</p>	Raw gender pay gap measures the difference in total compensation between women and men, without adjusting for factors such as job function, level, education, performance, location, etc.
Time-bound action plan to close its gender pay gap	No.	Indicates whether the company shares a publicly quantitative, time-bound action plan to close its gender pay gap.
Executive compensation linked to gender diversity or diversity, equity and inclusion (DEI)	Yes.	Indicates whether a company's executive compensation, either short term or long term, is linked to gender diversity. This can include representation of women, the gender pay gap, etc.
Inclusive culture		
Number of weeks of fully paid primary parental leave offered	<p>- Up to 18 weeks for pregnancy and childbirth (starting from the 30th week of pregnancy) (can be extended by 2 weeks in cases of complicated or multiple childbirth);</p> <p>- 52 weeks up to the 1st birthday of a child (compensated with a rate of 77,58% of the salary) or 104 weeks up to the 2nd birthday of a child</p>	<p>Indicates the number of weeks of fully paid primary parental leave (or maternity leave) for employees globally (provided by the firm and/or government).</p> <p>Primary caregiver is the person with primary responsibility for childcare or is the designated primary custodial parent. If the company offers maternity parental leave policies, we accept responses to primary parental leave policy questions according to the company's maternity leave policy.</p>

	(compensated with a rate of 54,31% of the salary during the first year and 31,03% during the second year, respectively).	
Number of weeks of fully paid secondary parental leave offered	<p>- 4,3 weeks (30 days) of paternal parental leave</p> <p>- 52 weeks up to the 1st birthday of a child (compensated with a rate of 77,58% of the salary) or 104 weeks up to the 2nd birthday of a child (compensated with a rate of 54,31% of the salary during the first year and 31,03% during the second year, respectively).</p>	<p>Indicates the number of weeks of fully paid secondary parental leave (or paternity leave) for employees globally (provided by firm and/or government).</p> <p>Secondary caregiver is the second parent who has a lesser responsibility for childcare duties. If the company offers paternity parental leave policies, we accept responses to secondary parental leave policy questions according to the company's paternity leave policy.</p>
Parental leave retention rate	65%	Percentage of women employees that remained employed by the company 12 months after their return from parental leave out of all women employees that used parental leave during previous fiscal year.
Back-up family care services or subsidies through the company	<p>Yes.</p> <ul style="list-style-type: none"> - Children's summer camps during summer school holiday (partially funded by the company); - Children's playroom (at the central office) operating during working hours; - A yearly subsidy of 390 eur for parents of 3 or more underaged children or a child with a disability, or single parents of underaged children, or families with other dependents (unemployed persons with disability and less than 50% of working capacity); - A single subsidy of 200 eur paid to parents after a childbirth or adoption; - A single subsidy of 500 eur paid after a loss of a family member; - A subsidy of 1000 eur for the funeral after a loss of a family member. 	<p>Indicates whether the company offers back-up family care to assist when there is a gap in regular care arrangements, or a subsidy to assist with the cost of care of a family member, to employees.</p> <p>Flexible spending accounts (FSAs), to which the company does not contribute, do not qualify as a family care subsidy. Can include support offered through government services.</p>

Flexible working policy	<p>Yes.</p> <p>The company offers flexible start/end times at work, as well as hybrid work arrangements, including 2 optional days of remote work per week and up to 2 weeks of continuous remote work (workation).</p>	<p>The company offers an option to control the start or end times of the workday or workweek (e.g. flextime) or offers an option to control the location where employees work (e.g. telecommuting, work from home).</p> <p>This should exclude any COVID-19 related policies. Telecommuting is the option of employees to control the location of their work; commonly referred to as work from home.</p>
Employee resource groups for women	No.	Indicates whether the company has any employee resource groups or “Communities” focused on recruiting, retaining and developing women.
Unconscious bias training	<p>Yes.</p> <p>Integrated in a broader managers’ training program.</p>	<p>Indicates whether the company offered all employees unconscious bias training to raise self-awareness of implicit bias and provide tools or strategies to reduce discriminatory behaviours.</p> <p>Unconscious bias refers to a preference for or against a person, perspective, or group that one is not aware of but, nevertheless, is communicated through statements or actions. Unconscious bias training aims to remove barriers to inclusion, engagement and performance by understanding our individual biases and providing knowledge to mitigate this inequity.</p>
Annual anti-sexual harassment training	<p>Yes.</p> <p>Since 2023, all new and current employees must participate in the anti-harassment training and pass the test.</p>	<p>Indicates whether a company requires all employees to complete anti-sexual harassment training at least once a year. Anti-sexual harassment training explains the company’s anti-sexual harassment policies, provides specific examples of inappropriate conduct and describes the processes and procedures for bringing a complaint.</p>