

UAB „Ignitis grupės paslaugų centras”

2022 Q1

Information updated 2022-04-30

Reporting period: from 1/1/2022 to 2022-03-31

UAB „Ignitis grupės paslaugų centras”

## INFORMATION ON AVERAGE WAGES IN COMPANY

No.	Groups of posts	Number of the employees at the end of the period	Average monthly wages paid (fixed component of remuneration before tax, EUR)	Paid variable component of remuneration calculated as the average monthly variable remuneration, EU
3	Middle-level managers	67	4,164	32
4	Experts, specialists	457	2,657	17
1	CEO / Head of the Company	1	8,088	
2	Top level executives	4	6,179	
5	Qualified workers			
<b>Iš viso:</b>		<b>529</b>	<b>2,898</b>	<b>19</b>

Calculation of average wages = Wages-fund\*/ average conditional number of the employees

\* The following shall be included in the wages-fund:

- payment for time worked,
- overtime
- work at night,
- work on weekends and public holidays,
- annual leave (holiday allowance for the upcoming month included in the wages for that month along with which it was paid),
- additional paid leave,
- additional days off for those raising children,
- payment of additional days off under the additional benefits procedure,
- supplements during the reporting period.

Average conditional number of the employees – it is the number of the employees converted to those working full month full time.

Paid monthly variable component of remuneration (VCR) = Annual VCR /12 + Semiannual VCR/6+ Quarterly VCR /3.