

AB „Ignitis grupė“

2022 Q4

Information updated 2022-12-31

Reporting period: from 10/1/2022 to 2022-12-31

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## 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
1	CEO / Head of the Company	1	12,212	
2	Top level executives	9	8,639	59
3	Middle-level managers	10	5,566	
4	Experts, specialists	29	3,330	24
5	Qualified workers			
<b>Iš viso:</b>		<b>49</b>	<b>4,968</b>	<b>26</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.