

Entity

Ignitis Latvija SIA

Group

All

Information updated 12/31/2022

2022

Q4

Report period: from 10/01/2022 to 12/31/2022

Ignitis Latvija SIA

INFORMATION ON AVERAGE WAGES

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, as average monthly variable remuneration, EUR)
1	CEO / Head of the Company	1	-**	-**
2	Top level executives			
3	Middle-level managers	1	-**	-**
4	Experts, specialists	16	2 310	185
5	Qualified workers			
Total		18	2 545	215

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.

** The remuneration is not disclosed due to the regulations in the company's home country.