

Entity

Ignitis Polska Sp. z o.o.

Group

All

Information updated 12/31/2022

2022

Q3

Report period: from 07/01/2022 to 09/30/2022

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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 | 4 | 4 639 | 0 |
| 4 | Experts, specialists | 11 | 2 474 | 0 |
| 5 | Qualified workers | | | |
| Total | | 16 | 3 280 | 0 |

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.