

Entity

Ignitis renewables Latvia SIA

Group of companies

All

2025

Q1

Information updated 2025-10-13

Report period: from 2025-01-01 to 2025-03-31

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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 mothly variable remuneration, EUR) |
|-------|---------------------------|--------------------------------------------------|------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| 1     | CEO / Head of the Company | 1                                                | -**                                                                          | -**                                                                                    |
| 2     | Top level executives      |                                                  |                                                                              |                                                                                        |
| 3     | Middle-level managers     |                                                  |                                                                              |                                                                                        |
| 4     | Experts, specialists      | 51                                               | 3 369                                                                        | 206                                                                                    |
| 5     | Qualified workers         |                                                  |                                                                              |                                                                                        |
| Total |                           | 52                                               | 3 422                                                                        | 217                                                                                    |

\* CEO employed at 0.1 FTE are excluded.

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.