

Entity  
„Ignitis Renewables Polska Sp. z o. o.”

Group of companies  
All

2025    Q4

Information updated 2026-01-12

Report period: from 2025-10-01 to 2025-12-31

„Ignitis Renewables Polska Sp. z o. o.”

**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      | 1  | -**  | -**   |
| 3            | Middle-level managers     | 3  | 9 166  | 0   |
| 4            | Experts, specialists      | 38   | 4 476  | 0   |
| 5            | Qualified workers         |  |  |   |
| <b>Total</b> |                           | <b>43</b>  | <b>5 170</b>   | <b>0</b>  |

\* 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.