

Reporting period: from 1 April 2020 to 30 June 2020

UAB "Ignitis grupė"

INFORMATION ON AVERAGE WAGES IN THE COMPANY

| Groups of posts | Number of the employees at the end of the period | Average monthly wages paid (fixed component of remuneration before tax, EUR) | The paid variable component of remuneration calculated as the average monthly variable remuneration component (before tax, EUR) |
|---------------------------|--|--|---|
| CEO / Head of the Company | 1 | 9 933 | 2 902 |
| Top level executives | 10 | 7 149 | 2 050 |
| Middle-level managers | 24 | 5 234 | 629 |
| Experts, specialists | 52 | 3 263 | 243 |
| Workers | - | - | - |
| Total: | 87 | 4 322 | 585 |

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 variable component of remuneration (VCR) = Annual VCR /12 + Quarterly VCR /3 + monthly VCR.

INFORMATION ON WAGES OF THE MEMBERS OF MANAGEMENT

| Position held, forename, surname | Fixed monthly component of remuneration (before tax, EUR) | 1/12 of the annual variable component of remuneration for last year's results (before tax, EUR) | Monthly remuneration for the activities of the Member of the Supervisory Board (before tax EUR) | Monthly remuneration for the activities of the Board Member (before tax, EUR) | Other pays (before tax, EUR) |
|--|--|--|--|--|-------------------------------------|
| Darius Maikštėnas, the CEO | 9 933 | | | | |
| Darius Maikštėnas, Chairman of the Board | | | | 2 550 | |
| Darius Kašauskas, Member of the Board | | | | 1 815 | |
| Vidmantas Saliėtis, Member of the Board | | | | 1 815 | |
| Živilė Skibarkienė, Member of the Board | | | | 1 815 | |
| Dominykas Tučkus, Member of the Board | | | | 1 815 | |