

Reporting period: from 1 January 2020 to 31 March 2021

AB 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	10 619	
Top level executives	10	7 670	
Middle-level managers	21	5 078	
Experts, specialists	51	3 303	15
Workers	-	-	-
<b>Total:</b>	<b>83</b>	<b>4 413</b>	<b>9</b>

**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**

<b>Position held, forename, surname</b>	<b>Fixed monthly component of remuneration (before tax, EUR)</b>	<b>1/12 of the annual variable component of remuneration for last year's results (before tax, EUR)</b>	<b>Monthly remuneration for the activities of the Member of the Supervisory Board (before tax EUR)</b>	<b>Monthly remuneration for the activities of the Board Member (before tax, EUR)</b>	<b>Other pays (before tax, EUR)</b>
Darius Maikštėnas, the CEO	10 619				
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	