

Entity

Ignitis renewables Latvia SIA

Group

All

Information updated 12/31/2022

2022

Q2

Report period: from 04/01/2022 to 06/30/2022

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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 |  |  |   |
| 2            | Top level executives      |  |  |   |
| 3            | Middle-level managers     |  |  |   |
| 4            | Experts, specialists      | 3  | 2 887  | 0   |
| 5            | Qualified workers         |  |  |   |
| <b>Total</b> |                           | <b>3</b>   | <b>2 887</b>   | <b>0</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 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.