Entity

Ignitis renewables Latvia SIA

Group of companies

All

2025

Q1

Information updated 2025-04-10

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

Ignitis renewables Latvia SIA

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	2 250	206
5	Qualified workers			
Total		**52**	**2 286**	**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.