

Entity

UAB „Ignitis”

Group of companies

All

2025

Q2

Information updated 2025-07-10

Report period: from 2025-04-01 to 2025-06-30

UAB „Ignitis“

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      | 4  | 11 527   |  |
| 3     | Middle-level managers     | 56   | 5 718  | 319  |
| 4     | Experts, specialists      | 326  | 3 257  | 85   |
| 5     | Qualified workers         |  |  |  |
| Total |                           | 387  | 3 729  | 123  |

\* 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.