

UAB „Transporto Valdymas“

2023 Q3

Information updated 2023-09-30

Reporting period: from 7/1/2023 to 2023-09-30

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**INFORMATION ON AVERAGE WAGES IN COMPANY**

| 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 calculated as the average monthly variable remuneration, EU |
|------------------|---------------------------|--|--|---|
| 4                | Experts, specialists      | 9  | 2,701  | 312   |
| 1                | CEO / Head of the Company | 1  | 7,000  |   |
| 2                | Top level executives      |  |  |   |
| 3                | Middle-level managers     | 2  | 5,078  |   |
| 5                | Qualified workers         |  |  |   |
| <b> Iš viso:</b> |                           | <b>12</b>  | <b>3,288</b>   | <b>250</b>  |

Calculation of average wages = Wages-fund/1 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.