

Entity

AB „Ignitis gamyba“

Group

All

Information updated 12/31/2023

2023

Q4

Report period: from 10/01/2023 to 12/31/2023

AB „Ignitis gamyba“

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	1	11 088	
2	Top level executives	3	8 434	
3	Middle-level managers	31	4 625	14
4	Experts, specialists	234	3 170	163
5	Qualified workers	104	1 984	184
Total		373	3 033	154

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.