

AB „Energijos skirstymo operatorius“

2022 Q2

Information updated 2022-06-30

Reporting period: from 4/1/2022 to 2022-06-30

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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 |
|-----------------|---------------------------|--|--|---|
| 1 | CEO / Head of the Company | 1 | 8,897 | |
| 2 | Top level executives | 3 | 7,700 | |
| 3 | Middle-level managers | 206 | 3,620 | 1 |
| 4 | Experts, specialists | 1621 | 2,177 | 43 |
| 5 | Qualified workers | 613 | 1,931 | 95 |
| Iš viso: | | 2444 | 2,248 | 52 |

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.