

AB „Ignitis grupė“

2021 Q3

Information updated 12/31/2021

Reporting period: from 7/1/2021 to 9/30/2021

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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	47	3,605	5
1	CEO / Head of the Company	1	10,957	
2	Top level executives	9	8,276	
3	Middle-level managers	18	5,560	
5	Qualified workers			
Iš viso:		75	4,713	3

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.