

Information about the payments to the members of supervisory and management bodies of the Company during the reporting period

Position, full name	Fixed monthly remuneration (before taxes, EUR)	1/12 share of annual variable remuneration for the results of previous year (before taxes, EUR)	Calculated amounts for the activities (January-June 2019) in the Supervisory Board* (before taxes, EUR)	Average remuneration for the activities as the member of the Board (before taxes, EUR)	Other payments (before taxes, EUR)
Members of the supervisory bodies*					
Darius Daubaras , chairman of the Supervisory Board, member of the Risk management and business ethics supervision committee (independent member)	-	-	12,400	-	-
Andrius Pranckevičius , member of the Supervisory Board, chairman of the Risk management and business ethics supervision committee (independent member)	-	-	5,288	-	-
Daiva Liubinskaitė-Trainauskienė , member of the Supervisory Board, chairwoman of the Nomination and remuneration committee (independent member)	-	-	870	-	-
Šarūnas Rameikis , member of the Risk management and business ethics supervision committee (independent member)	-	-	1,425	-	-
Irena Petruškevičienė , chairwoman of the Audit committee (independent member)	-	-	9,413	-	-
Danielius Merkinas , member of the Audit committee (independent member)	-	-	7,966	-	-
Šarūnas Radavičius , member of the Audit committee (independent member)	-	-	6,308	-	-
Lėda Turai-Petrauskienė , member of the Nomination and remuneration committee (independent member)	-	-	-	-	-
Members of the management bodies					
Darius Maikštėnas , CEO	7,866	2,508			
Darius Maikštėnas , chairman of the Board	-	-	-	2,550	-
Živilė Skibarkienė , member of the Board	-	-	-	1,815	-
Darius Kašauskas , member of the Board	-	-	-	1,815	-
Dominykas Tučkus , member of the Board	-	-	-	1,815	-
Vidmantas Saliėtis , member of the Board	-	-	-	1,815	-

* *Members of the supervisory bodies can only be paid if they are independent members of the Supervisory Board and/or independent members of the committees of the Supervisory Board. Data on actual payments made in accordance with deeds submitted by independent members during the reporting period is provided.*

Information about average monthly salary

Information updated 30 September 2019

Reference period IIIQ 2019	
Category	Average salary (before taxes, EUR)
Head of the company	9 330
Top level executives	7 253
Middle level executives	5 288
Experts, specialists	3 392

The Company's total wage fund for the first three quarters of 2019 was EUR 3.7 million.