AB „Ignitis gamyba"   ⌄

2022 ⌄   Q4 ⌄

Information updated   2022-12-31

Reporting period: from   10/1/2022 to 2022-12-31

AB „Ignitis gamyba"

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	8,541	
2	Top level executives	3	6,713	
3	Middle-level managers	30	3,981	14
4	Experts, specialists	225	2,663	152
5	Qualified workers	108	1,786	171
Iš viso:		**367**	**2,565**	**145**

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.