

Reporting period: from 1 January 2020 to 31 March 2020

UAB "Ignitis grupė"

INFORMATION ON AVERAGE WAGES IN THE COMPANY

Groups of posts	Number of the employees at the end of the period	Average monthly wages paid (fixed component of remuneration before tax, EUR)	The paid variable component of remuneration calculated as the average monthly variable remuneration component (before tax, EUR)
CEO / Head of the Company	1	9 588	-
Top level executives	10	7 402	173
Middle-level managers	17	5 013	452
Experts, specialists	56	3 114	251
Workers	-	-	-
<b>Total:</b>	<b>84</b>	<b>4 087</b>	<b>282</b>

**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 variable component of remuneration (VCR)** = Annual VCR /12 + Quarterly VCR /3 + monthly VCR.

**INFORMATION ON WAGES OF THE MEMBERS OF MANAGEMENT AND SUPERVISORY BODIES**

<b>Position held, forename, surname</b>	<b>Fixed monthly component of remuneration (before tax, EUR)</b>	<b>1/12 of the annual variable component of remuneration for last year's results (before tax, EUR)</b>	<b>Monthly remuneration for the activities of the Member of the Supervisory Board (before tax EUR)</b>	<b>Monthly remuneration for the activities of the Board Member (before tax, EUR)</b>	<b>Other pays (before tax, EUR)</b>
Darius Daubaras, Chairman of the Supervisory Board, independent member			1 883		
Danielius Merkinas, Member of the Audit Committee, independent member			850		
Irena Petruškevičienė, Chairman of the Audit Committee, independent member			950		
Šarūnas Radavičius, Member of the Audit Committee, independent member			663		
Darius Maikštėnas, the CEO	9 588				
Darius Maikštėnas, Chairman of the Board				2 550	
Darius Kašauskas, Member of the Board				1 815	
Vidmantas Salietis, Member of the Board				1 815	
Živilė Skibarkienė, Member of the Board				1 815	
Dominykas Tučkus, Member of the Board				1 815	