

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

Position, name, surname	Fixed monthly remuneration (average, before taxes, EUR)	1/12 share of annual variable remuneration for the results of previous year (before taxes, EUR)	Monthly remuneration for the activities of the member of the Supervisory Board* (before taxes, EUR)	Monthly remuneration for the activities of the member of the Board (before taxes, EUR)	Other payments (before taxes, EUR)
<b>Members of the supervisory bodies*</b>					
<b>Darius Daubaras</b> , chairman of the Supervisory Board, member of the Risk management and business ethics supervision committee (independent member)			1 417		-
<b>Daiva Liubinskaitė-Trainauskienė</b> , member of the Supervisory Board, chairwoman of the Nomination and remuneration committee (independent member)			1 400		-
<b>Šarūnas Rameikis</b> , member of the Risk management and business ethics supervision committee (independent member)			650		-
<b>Irena Petruškevičienė</b> , chairwoman of the Audit committee (independent member)			775		-
<b>Danielius Merkinas</b> , member of the Audit committee (independent member)			875		-
<b>Šarūnas Radavičius</b> , member of the Audit committee (independent member)			650		-
<b>Members of the management bodies</b>					
<b>Darius Maikštėnas</b> , CEO	7 266	-			
<b>Darius Maikštėnas</b> , chairman of the Board				2 550	-
<b>Živilė Skibarkienė</b> , member of the Board				1 815	-
<b>Darius Kašauskas</b> , member of the Board				1 815	-
<b>Dominykas Tučkus</b> , member of the Board				1 815	-
<b>Vidmantas Salietis</b> , 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 acts submitted by independent members during the reporting period is provided.

### Information about average monthly salary

Information updated 31 December 2019

<b>Reference period VI Q 2019</b>	
<b>Category</b>	<b>Average salary (before taxes, EUR)</b>
Head of the company	10 909,95
Top level executives	7 596,53
Middle level executives	5 559,55
Experts, specialists	3 391,07