

Reporting period: from 1 January 2020 to 31 March 2021

UAB Kauno kogeneracinė jėgainė

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	6 785	-
Top level executives	2	4 872	-
Middle-level managers	2	4 260	-
Experts, specialists	34	2 189	78
Workers	-	-	-
Total:	39	2 564	68

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.