

UAB Kauno kogeneracinė jėgainė

2021 Q3

Information updated 12/31/2021

Reporting period: from 7/1/2021 to 9/30/2021

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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 |
|-----------------|---------------------------|--|--|---|
| 4 | Experts, specialists | 34 | 2,271 | 81 |
| 1 | CEO / Head of the Company | 1 | 5,994 | |
| 2 | Top level executives | 2 | 5,220 | |
| 3 | Middle-level managers | 2 | 4,099 | |
| 5 | Qualified workers | | | |
| Iš viso: | | 39 | 2,603 | 71 |

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.