

OÜ „Tuuleenergia“

2021 Q2

Information updated on 30/06/2021

Reporting period: from 01/04/2021 to 30/06/2021

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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) | The paid variable component of remuneration calculated as the average monthly variable remuneration |
|---------------|---------------------------|--|--|---|
| 1             | CEO / Head of the Company |  |  |   |
| 2             | Top level executives      |  |  |   |
| 3             | Middle-level managers     |  |  |   |
| 4             | Experts, specialists      | 1  | -  | -   |
| 5             | Workers                   |  |  |   |
| <b>Total:</b> |                           | <b>1</b>   | <b>600</b>   | <b>0</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 monthly variable component of remuneration (VCR) = Annual VCR /12 + Semiannual VCR/6+ Quarterly VCR /3.