

Function group	Year 2026 Q1						Deviation in percent. (-) male salary is lower (+) male salary is higher
	Number of employees***			Average salary, EUR**			
	Total	Female	Male	Total	Female	Male	
CEO*	1		1	14 650		14 650	
Managers Council of the LTG Holding*	6		6	9 711			
Top-level managers	11	5	6	7 517	7 658	7 418	-3.2%
Senior executives and specialists in exceptional fields	32	20	12	5 797	5 724	5 933	3.5%
Middle-level managers and individual experts	56	41	15	3 914	3 882	4 002	3.0%
Team leaders and experienced specialists	9	9		2 422			
Specialists and experienced operational/service staff	1		1	1 830			
Total	116	75	41	5 020	4 443	6 079	26.9%

* indicated salary is base salary as of the end of reported period. More detailed information about the company's annual targets, for the achievement of which the CEO is entitled to receive an annual incentive, is provided in a separate document dedicated to the disclosure of the company's targets

** due to confidentiality reasons average salary difference is not displayed for function groups that have less than 5 females or males