

Function group	Year 2024		Year 2025						Deviation in percent. (-) male salary is lower (+) male salary is higher
	Number of employees in the end of period	Average salary, EUR	Number of employees***			Average salary, EUR**			
			Total	Female	Male	Total	Female	Male	
CEO of the LTG Holding*	1	12 740	1	-	1	14 650	-	-	
Managers Council of the LTG Holding*	12	9 107	12	4	8	10 120	-	-	
Top-level managers	43	7 116	42	15	27	7 693	7 612	7 750	1.8%
Senior executives and specialists in exceptional fields	156	5 151	179	76	103	5 481	5 373	5 548	3.2%
Middle-level managers and individual experts	637	3 494	731	337	394	3 762	3 711	3 805	2.5%
Team leaders and experienced specialists	1 757	2 330	1 731	663	1 068	2 523	2 459	2 562	4.0%
Specialists and experienced operational/service staff	1 963	2 214	1 899	490	1 408	2 304	1 956	2 432	19.6%
Operational/service staff, qualified workers	1 134	1 641	1 022	281	741	1 715	1 702	1 720	1.0%
Total	5 703	2 353	5 617	1 866	3 750	2 589	2 575	2 596	0.8%

* 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