

Function group	2024		2025 III Quarter						
	Number of employees at the end of period	Average salary, EUR**	Number of employees at the end of period			Average salary, EUR**			Deviation, percentage. (-) male average salary lower (+) male average salary higher
			Total	Female	Male	Total	Female	Male	
CEO*	1	12,740	1		1	14,829			
Managers Council of the LTG Holding*	8	8,623	7	1	6	9,332			
Top-level managers	19	7,027	10	4	6	7,548			
Senior executives and specialists in exceptional fields	72	5,171	34	22	12	5,688	5,559	5,906	6.1%
Middle-level managers and individual experts	270	3,604	59	38	21	3,874	3,885	3,856	0.7%
Team leaders and experienced specialists	278	2,401	36	14	22	2,699	2,769	2,667	-3.8%
Specialists and experienced operational/service staff	38	1,874	32	14	18	2,092	1,949	2,200	12.1%
Operational/service staff, qualified workers	48	1,704	54	5	49	1,858	1,302	1,899	37.3%
<b>Total</b>	<b>733</b>	<b>3,216</b>	<b>228</b>	<b>94</b>	<b>134</b>	<b>3,242</b>	<b>3,039</b>	<b>3,306</b>	<b>8.4%</b>

\* 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 information and difference is not displayed for function groups that have less than 5 employees per gender group.