

Function group	Number of employees at the end of period			Average salary, Eur**		
	Total	Female	Male	Total	Female	Male
CEO*	1	1	-	10 978	10 978	-
Top-level managers*	8	5	3	7 652	7 593	-
Senior executives and specialists in exceptional fields	48	23	25	5 498	5 230	5 739
Middle-level managers and individual experts	233	132	101	3 969	3 822	4 165
Team leaders and experienced specialists	247	157	90	2 686	2 571	2 869
Specialists and experienced operational/service staff	4	4	-	-	-	-
Operational/service staff, qualified workers	8	5	3	1 016	1 010	-
Total	540	320	220	3 292	3 158	3 449

* 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.