Function group	Year 2025		Year 2026 Half I						
	Number of employees in the end of period	Average salary, EUR	Number of employees***			Average salary, EUR**			Deviation in percent. (-) male salary is lower (+) male salary is higher
			Total	Female	Male	Total	Female	Male	
CEO*	1	11,000	1	1		11,450	11,450		
Top-level managers*	6	7,613	7	4	3	7,883			
Senior executives and specialists in exceptional fields	47	5,471	51	25	26	5,702	5,467	5,941	8.0%
Middle-level managers and individual experts	222	3,938	221	122	99	4,079	3,941	4,249	7.2%
Team leaders and experienced specialists	233	2,654	224	145	79	2,739	2,611	2,968	12.0%
Specialists and experienced operational/service staff	1		1	1					
Operational/service staff, qualified workers		1,014	6	2	4	1,129			
Iš viso	**510**	**3,553**	**511**	**300**	**211**	**3,710**	**3,502**	**4,008**	**12.6%**

** 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.*