

Number of employees and average salary of AB LTG Intra

Function group	Year 2024		2025 Q3						
	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	10 800	1		1	12 400			
Top-level managers*	7	7 853	7	2	5	8 114			
Senior executives and specialists in exceptional fields	43	5 101	44	10	34	5 443	5 542	5 416	-2,3%
Middle-level managers and individual experts	196	3 437	229	77	152	3 693	3 699	3 689	-0,3%
Team leaders and experienced specialists	922	2 295	929	256	673	2 467	2 444	2 475	1,3%
Specialists and experienced operational/service staff	436	1 888	472	214	258	2 039	2 034	2 043	0,4%
Operational/service staff, qualified workers	748	1 547	708	193	515	1 650	1 681	1 639	-2,6%
Total	2 353	2 119	2 390	752	1 638	2 326	2 303	2 337	1,5%

* 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

*** on top of indicated number of employees within the table at the end of the period the company employed 12 employees more - 9 females and 3 males.
These employees were on long term absence such as child care leave, etc. at the end of the period and did not actually work.