

Remuneration and Salary Levels for 2023

RB Rail AS conducts salary benchmark against the market every two years to attract the necessary experts and maintain competitiveness in the job market, considering the specifics of the project:

Job category	Number of Employees in the Specific Category	Median Gross Salary (EUR)
Specialists	36	2 400
Senior Specialists and Experts	93	3 710
Middle-Level Managers, Technical Project Managers, and Experts	41	4 950
Senior Management	19	5 900
International-Level Experts	11	5 350
International-Level Senior Experts and Managers	8	12 088

The salaries of the Management Board and Supervisory Board members are accounted for separately.

Management Board	Gross Salary (EUR)
Chief Executive Officer and Chairman of the Management Board	10 404
Chief Operations Officer and Vice Chairman of the Management Board	10 217
Chief ESG Officer and Vice Chairman of the Management Board	10 204
Chief Program Management Officer and Member of the Management Board	21 865
Chief Technical Officer and Member of the Management Board	21 865

Supervisory Board	Gross Salary (EUR)
Chairperson of the Supervisory Board	3 000
Member of the Supervisory Board	2 500

There is a performance-based bonus scheme applicable to employees and the management board. For Management Board a compensation scheme applies including reimbursement for travel, car usage and relocation expenses.