

Top Executive Compensation Survey 2024 Lithuania - Summary

COPYRIGHT

This report is confidential. This copy has been submitted only to the herein listed organization and its contents shall not be circulated, forwarded or used for commercial purposes by any means without the written consent of Figure Baltic Advisory.

Owner of this copy is:

© Figure Baltic Advisory 2024
Figure Baltic Advisory UAB
Paupio g. 50
11341 Vilnius
Lithuania
info@figure.lt



Introduction

Since 2007, Figure Baltic Advisory has regularly conducted Lithuanian compensation surveys. Our survey is characterized by having the best market coverage in Lithuania; the stability and representativeness of the sample; job classification by content, complexity and responsibility; also the quality and accuracy of the data, since all information sent to us goes through a thorough checking multiple times before adding it to the survey database. The process of gathering and analyzing clients' data as well as presenting the reports is confidential and following best practices.

The Top Executive Compensation Survey 2024 is the eleventh consecutive survey which gives an overview of compensation levels, trends and practices for top executives in Lithuania.

In the context of this survey, the term “top executive” generally refers to individuals involved in the daily management of the organization's affairs (e.g. the chairman of the executive board and members of the executive board). The chairman of the executive board is the chairman of the executive board/the organization's CEO/the organization's operations manager, who is responsible for the daily management of the organization. Members of the executive board often/primarily perform the daily duties of a manager in a certain area of responsibility (e.g. financial manager, production manager, etc.).

In order to ensure that the salary information is presented objectively, the salaries of top executives who are also major shareholders or sole owners of an organization have not been taken into account.

In order to gain the best possible overview of the market situation, Figure Baltic Advisory has invited top executives from different industries and from companies with different turnovers, staffs, and origins of capital to participate in the survey. The top executive compensation information has been presented by groups that are formed according to the companies' number of employees, turnover, origin of capital, and the executive's scope of responsibilities.



The survey presents the criteria for determining and paying the salaries of chairmen of executive board and members of executive boards, as well as the components of the compensation packages. All the data provided is anonymous, and no indication is given of the composition or size of the compensation packages of any particular participant. Should you be interested in more detailed information, please contact us at Figure Baltic Advisory.

Figure Baltic Advisory would like to extend its gratitude to all the chairmen of executive boards and executive board members who participated in and helped make this survey.

NB! In addition to the PDF report it is possible to overview and compare the executive's salaries with a special tool in Excel (TE Calculator 2024).

Sincerely,

Povilas Blusius, Simona Bernatavičiūtė, Aušrinė Ambrolaitytė, Mantas Anskaitis, Gintarė Dambrauskaitė



Summary 2024



217

organizations participated in The Top Executive Compensation Survey 2024.



283

employees' compensation information is analysed in the survey. 205 of them are chairmen of the executive board and 78 are members of the executive board.



+6,8%

is the average change in monthly base salary for chairmen of the board. The average change in annual total cash was 8,8%. The average changes in monthly base salary were 6,8 percentage point lower and in annual total cash 7,5 percentage point lower than last year.



+10,3%

is the average change in monthly base salary for members of the board. The average change in annual total cash was 10,1%. The average changes in monthly base salary were 2,2 percentage point lower and in annual total cash 4,7 percentage point lower than last year.



72%

of chairmen of the board have received an increase in monthly base salary, meanwhile, annual total cash has increased for 72% of chairmen of the board.



78%

of members of the board have received an increase in monthly base salary, meanwhile, annual total cash has increased for 78% of members of the board.



+5,4%

is an average forecasted change in monthly base salary for chairmen of the board for the next 12 months. Forecasted change in annual total cash is on average 6,8%.



+5,8%

is an average forecasted change in monthly base salary for members of the board for the next 12 months. Forecasted change in annual total cash is on average 5,9%.



Table of Contents

Introduction.....	2
Summary 2024.....	4
Table of Contents	5
Survey Methodology.....	6
Using the Survey.....	8
Description of Participating Organizations	9
Description of Compensation Packages	12
Variable Salary.....	16
Changes in Salary and Forecasts	19
Benefits	25
Stipulations of Employment Contracts.....	30
Council Board.....	32
Monetary Compensation	34
Chairmen of Executive Boards, Salary Tables.....	36
Salaries of chairmen of executive boards by origin of capital.....	37
Salaries of chairmen of executive boards by number of employees	40
Salaries of chairmen of executive boards by sales revenue	43
Salaries of chairmen of executive boards by different business sector	45
Salaries of chairmen of executive boards by level	49
Level descriptions	49
Members of Executive Boards, Salary Tables.....	54
Salaries of members of executive boards by origin of capital	55
Salaries of members of executive boards by number of employees	57
Salaries of Members of Executive Boards by Sales Revenue.....	58
Salaries of Members of Executive Boards by Different Business Sector.....	60
Salaries of Members of Executive Boards by Level.....	62
Level descriptions	62
APPENDIX A - Terms	65
APPENDIX B – The List of Participating Organizations.....	67
APPENDIX C – The List of Participating Organizations by Business Sectors	70



Survey Methodology

Participants and Target Group

The purpose of the survey is to provide an overview of executive compensation in Lithuania. Executives who are also major shareholders or sole owners of an organization have been excluded from the survey.

Salary and Compensation Data Gathering

Salary data was gathered for top executive positions - chairmen of the executive board and members of the executive board. The data of 205 chairmen and 78 members of the board from 217 organizations and/or groups was collected during the survey process. Organizations with different revenue, number of employees and origin of capital are represented in the survey. The data was gathered from June to November 2024.

Data Analysis

The electronically gathered data was checked and aligned. Statistical data analysis was conducted with RStudio and MS Excel software. To provide a better overview of the market situation and in order to simplify the use of the survey in as much as possible, we have divided the executives into groups based on sales revenue and number of employees.

When the answers were submitted for statistical processing, usually the median value and/or the arithmetic average was calculated; for salary data other positional averages, such as the median, 10%, 90% deciles and 25%, 75% quartiles, were also used (see **APPENDIX A - TERMS**). The percentages presented in the tables and graphs represent the weight of an answer among the total number of answers to the questions at hand (respondents who did not answer have not been taken into account).

The salary information has been presented based on two principles:

- to submit as much objective information as possible
- to preserve the confidentiality of the information relating to the participating organizations.

All numbers are presented in gross amounts and in EUR.



The tables below illustrate the division of chairmen of executive boards and members of executive boards.

Table 1. Division of chairmen of executive boards by number of employees and sales revenue

No. of employees	Under 50 employees	50-249 employees	250-499 employees	500 and more employees	Total
No. of chairmen/ No. of organizations	58/58	96/96	23/23	28/28	205/205
Sales revenue	Under 5 million EUR	5-25 million EUR	25-100 million EUR	Over 100 million EUR	Total
No. of chairmen/ No. of organizations	52/52	71/71	55/55	27/27	205/205

Table 2. Division of members of executive boards by number of employees and sales revenue

No. of employees	Under 50 employees	50-249 employees	250-499 employees	500 and more employees	Total
No. of members of executive boards/ No. of organizations	19/11	35/21	8/3	16/5	78/40
Sales revenue	Under 5 million EUR	5-25 million EUR	25-100 million EUR	Over 100 million EUR	Total
No. of members of executive boards/ No. of organizations	17/9	25/14	15/8	21/9	78/40



Using the Survey

The information contained in this survey is an ideal tool for salary negotiations for both top executives and owners of organizations. The survey provides the basic information for preparing fair and attractive compensation packages. However, Figure Baltic Advisory does not recommend using this information verbatim. Any compensation package is influenced by many other factors aside from the size of the organization, such as the stage of development and different objectives the manager should be motivated to reach.

The numbers and comparisons contained in this survey can help an organization to:

- position the top executive salary level on the Lithuanian salary market
- benchmark the competitiveness of the top executive salary policy
- forecast the salary of future periods
- develop and adapt salary systems

When making salary comparisons it is recommended to review the results of all different salary tables (origin of capital, number of employees, sales revenue, field of activity, level and function - for members of the board).

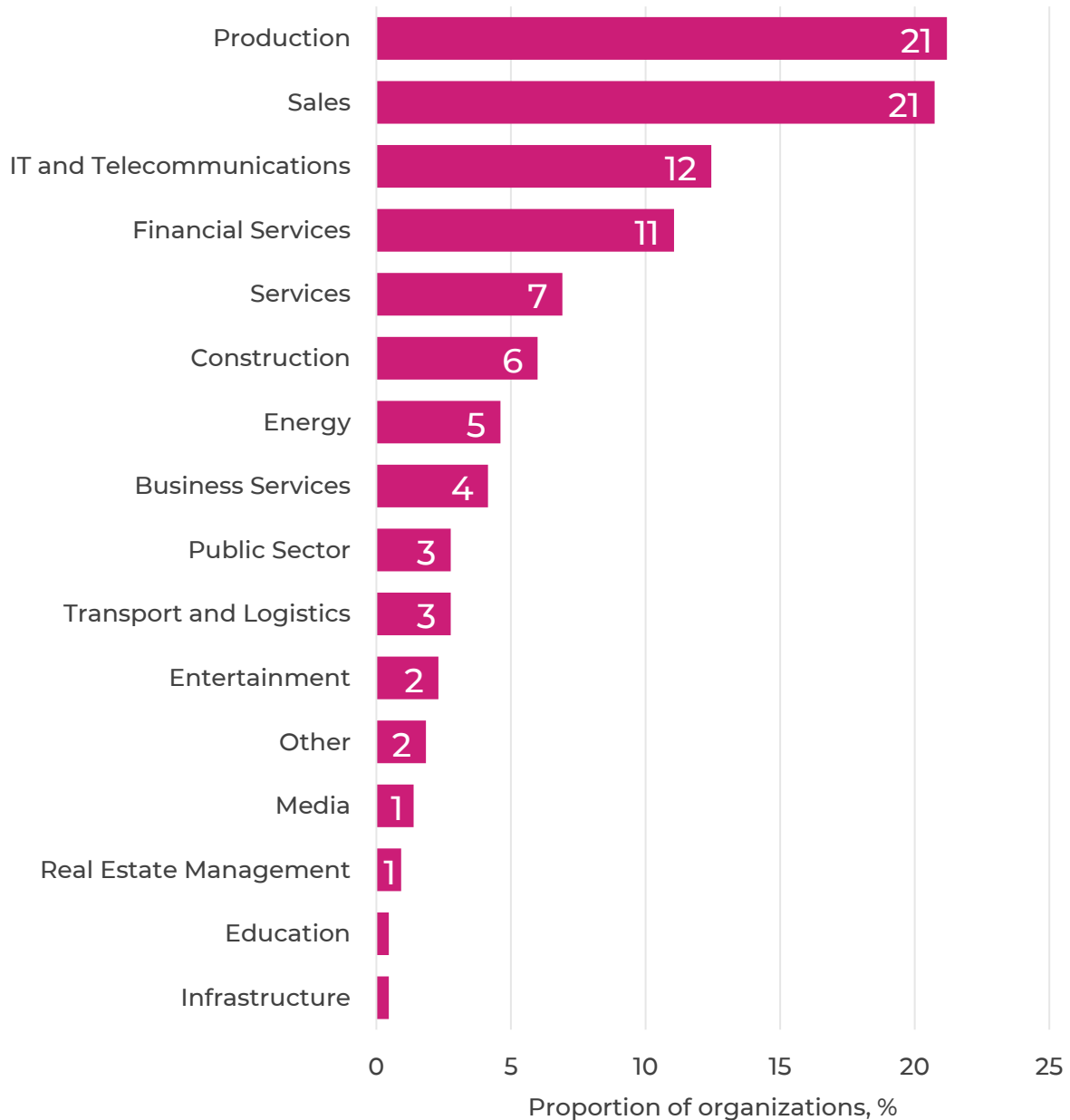
The terms used in this survey have been defined and explained here: see APPENDIX A - TERMS.



Description of Participating Organizations

205 chairmen and 78 members of executive boards from 217 organizations and/or groups participated in the survey.

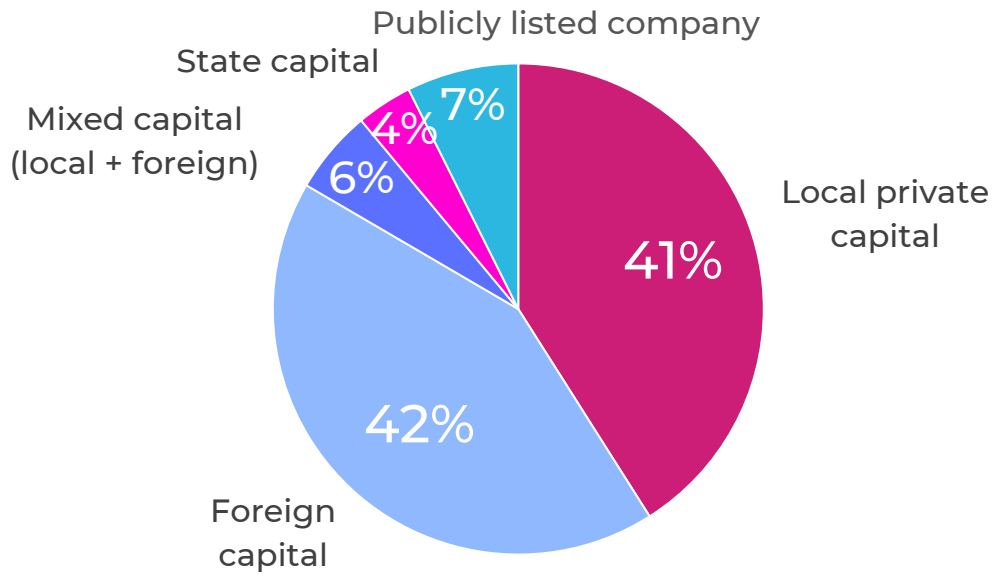
Graph 1. Organizations by field of activity



Graph is calculated using the data of 217 organizations.

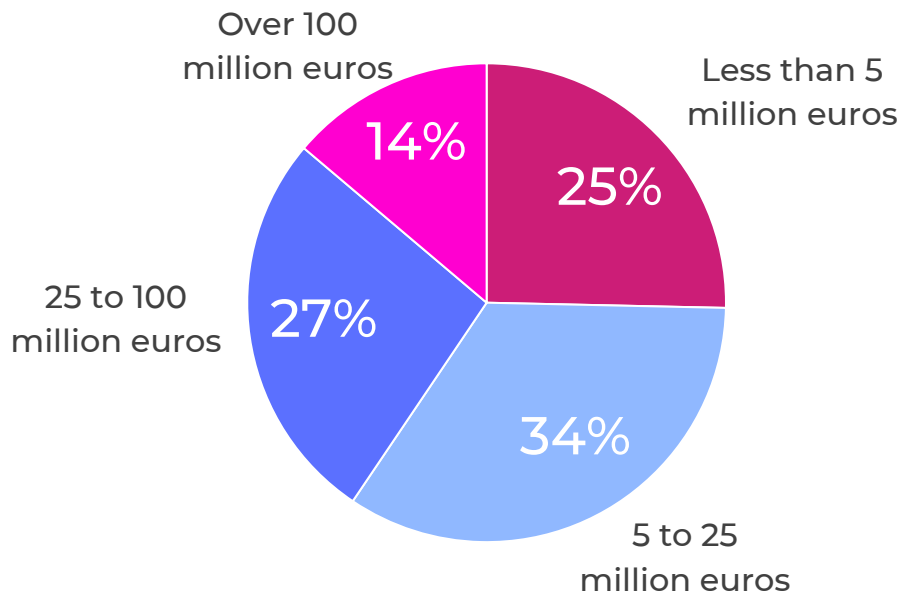


Graph 2. Organizations by origin of capital



Graph is calculated using the data of 217 organizations.

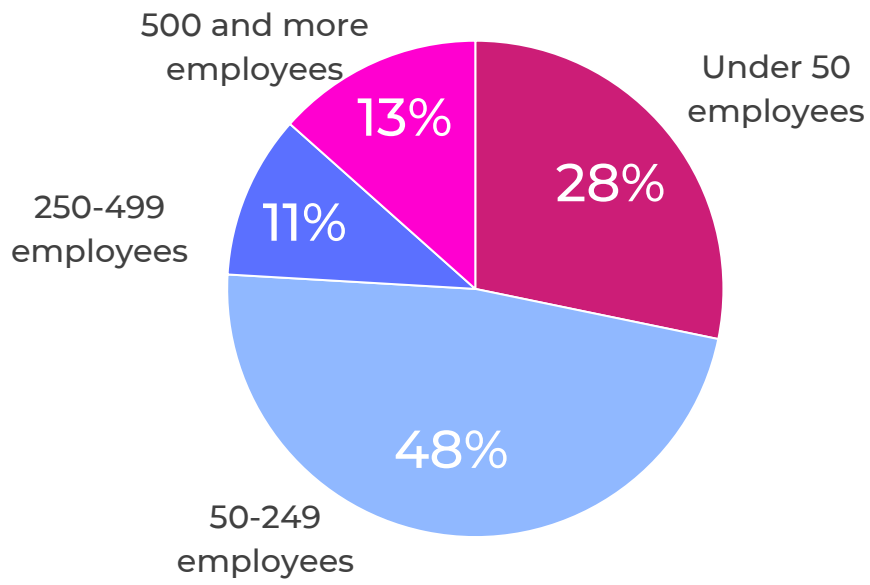
Graph 3. Organizations by sales revenue/total assets



Graph is calculated using the data of 217 organizations.



Graph 4. Organizations by number of employees



Graph is calculated using the data of 216 organizations.

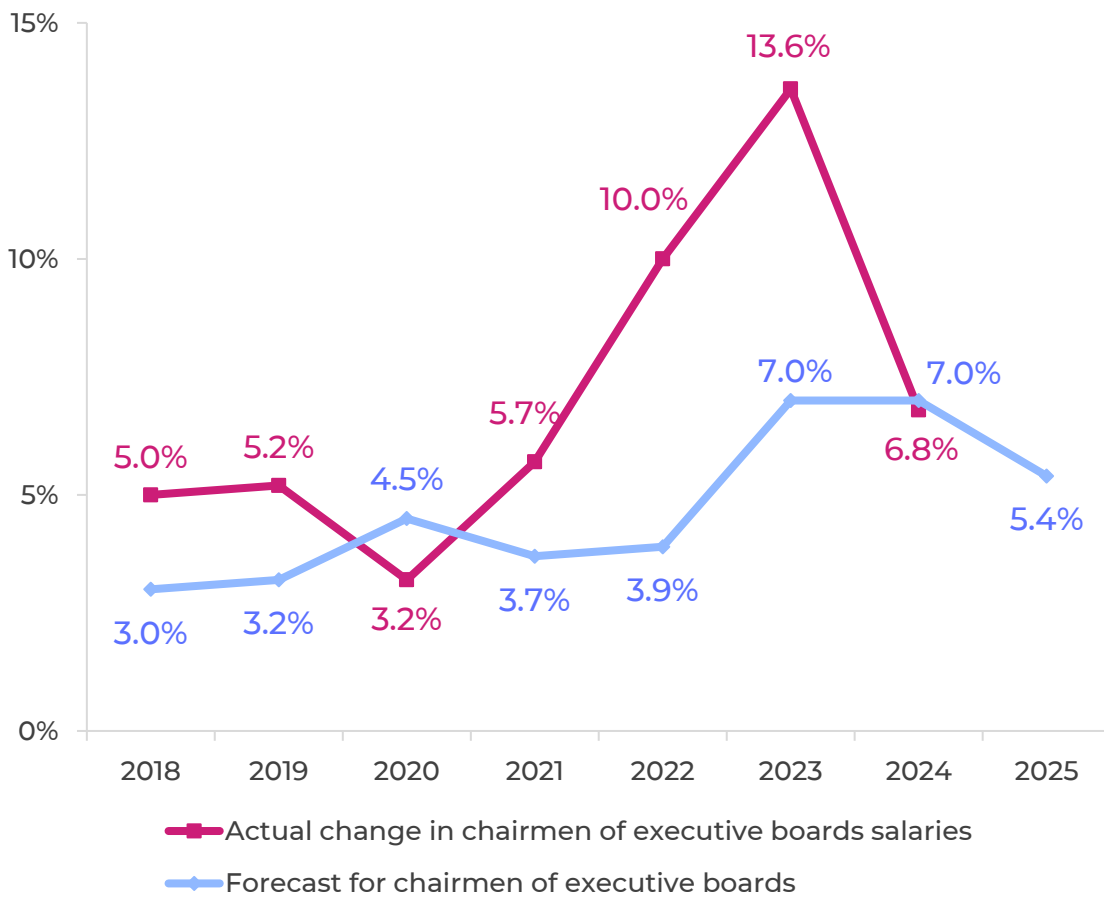


Changes in Salary and Forecasts

Changes in salary are calculated, if 2024 salary data was provided for the executives.

This concerns 82 chairmen of board (40% of the chairmen of board who participated in the survey).

Graph 5. Comparison of forecast and actual change in monthly base salary for chairmen of executive boards

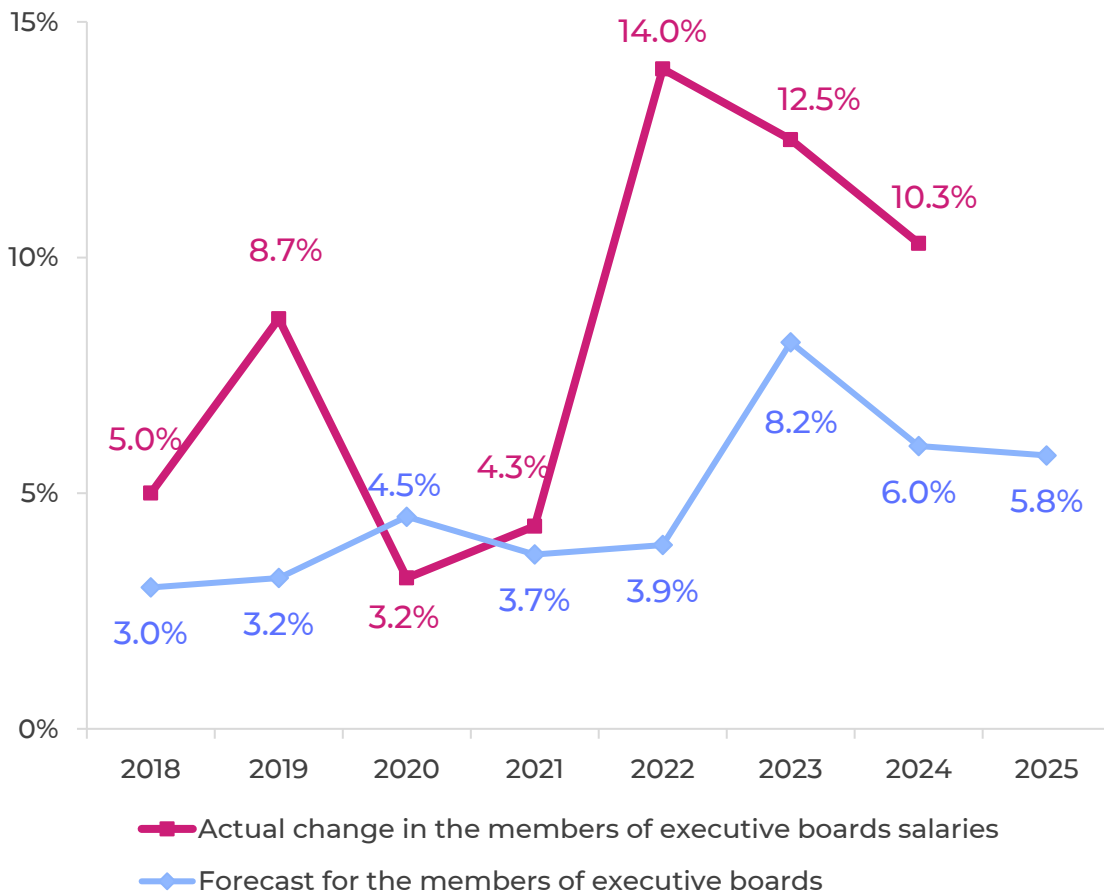




Changes in salary are calculated, if 2024 salary data was provided for the executives.

This concerns 41 members of board (53% of the members of board who participated in the survey).

Graph 6. Comparison of forecast and actual change in monthly base salary for members of executive boards





Monetary Compensation

This chapter contains information on the monetary compensation paid to chairmen of executive boards and members of executive boards. The data regarding all participating executives have been analyzed and presented in consolidated tables and also by groups.

Explanations to the tables

Different types of pay have been described by several statistical values to show not only the average values but also the disparity of salaries below or above the median.

Other statistical measures - quartiles (25%, 75%) and deciles (10% and 90%) (see APPENDIX A - TERMS) - help those top executives who are interested in salary levels considerably above or below the market average.

In order to be objective and preserve anonymity, we have only presented information if there are the following **number of respondents** (in the case of chairmen of executive boards - chairmen of executive boards; in the case of the executive board members and managers - organizations):

- **average/median if there are a minimum of 5 results**
- **quartiles if there are a minimum of 7 results**
- **and deciles if there are a minimum of 10 results**

In cases where there were an insufficient number of answers, there are empty spaces in the tables.

The salary table presents the following monetary compensation parts: monthly base salary, monthly board member remuneration, monthly total cash, annual base salary, short-term incentives, long-term incentives and annual total cash. In addition the salary table presents the price of the company car and total monthly cost of the company car (see APPENDIX A - TERMS).



The salary scheme in the salary table is calculated as follows:

- Monthly Base Salary *12 + Short-term Incentives + Long-term Incentives = Annual Total Cash
- Short-term Incentives - Incentives paid out during period 01.10.2023-30.09.2024
- Long-term Incentives - Incentives earned during period 01.10.2023-30.09.2024 (not paid out)

It is important to note, however, that the numbers given in the rows of the salary tables have been calculated on the basis of different data and the values presented in columns cannot be added up.

The salary tables have been calculated on the basis of salary data provided by 164 chairmen of executive boards and 180 members of executive boards.

The abbreviation NoE in the table illustrates the number of chairmen of executive boards.

The abbreviation NoE/NoO in the table illustrates the number of executive board members / the number of organizations.

All salaries are in EUR and are gross amounts.



Chairmen of Executive Boards, Salary Tables

Salaries of chairmen of executive boards based on all participating organizations

	NoE/NoO	Average	10%	25%	Median	75%	90%
Monthly Base Salary	230/230	9 726	5 587	7 960	9 536	11 438	14 104
Annual Base Salary	230/230	117 798	67 046	95 520	115 644	140 220	170 102
Variable Short-Term Incentives	150/150	30 551	3 645	10 000	22 734	34 182	56 378
Long-Term Calculated Incentives	7/7	12 008	-	8 624	9 575	15 406	-
Annual Total Cash	230/230	133 975	71 815	99 090	125 220	159 960	179 379
Proportion of Variable Salary	230/230	9%	0%	0%	2%	17%	24%
Monthly Base Salary Change	125/125	6%	0%	0%	5%	7%	10%
Annual Total Cash Change	125/125	9%	-3%	0%	6%	17%	28%
Price of the Company Car	33/33	62 300	50 000	54 000	60 000	60 000	82 800
Total Monthly Costs of the Company Car	66/66	972	306	460	719	1 166	1 768

NB! The salary numbers in the table are fictitious.



Salaries of chairmen of executive boards by level

Level descriptions

Top Executives

CEO, Managing Director, General Director

- Manages an organization/several organizations/business line/several business lines
- Develops and/or implements strategy of the organization
- Supervises the development of the organization's market
- Is responsible for the budget of the organization
- Monitors the development of the organization operation plan
- Represents the organization in negotiations with the major cooperation partners
- Represents the opinion of the organization in the society and mass media
- May represent the opinion of the sector

Positions in this job family are divided into nine levels. Three major dimensions are used to determine an appropriate level:

- (1) number of employees
- (2) average net sales/turnover/assets covered by the position
- (3) scope of an organization manager's responsibilities
 - **Scope level A.** Responsible for single country
 - **Scope level B.** Responsible for multiple countries



Organizations (by turnover, millions EUR)

		Level	I	II	III	IV	V	VI	VII	VIII	IX
No. of empl.	Points		427	492	566	651	750	864	994	1144	1316
up to 25	A	Turnover / Net Sales m EUR		< 10	10 <						
	B			< 1,5	1,5 – 10	10 <					
26 - 50	A				< 3	3 – 30	30 <				
	B					< 3	3 – 30	30 <			
51 - 250	A					< 3	3 – 60	60 <			
	B						< 3	3 – 60	60 <		
251 - 500	A						< 10	10 – 120	120 <		
	B							< 10	10 – 120	120 <	
501 - 1500	AB								< 30	30 – 240	240 <
over 1500	AB									< 120	120 <



Salaries of Members of Executive Boards by Level

Level descriptions

BOARD MEMBERS

Board Member

- Responsible for a certain area/-as of organization's operations
- Ensures the achievement of the strategic targets of the organization
- Controls budget of a certain area/-as of organization's operations
- Has a joint responsibility of organization's overall operations

Classification is carried out according to the number of the employees in the organization and in the function as well as according to the strategic importance of the function. Approximate scale of the managed functions:

- **„Main function”** - main strategic function of the organization. For example, manufacturing function in manufacturing organization, customer service function in customer service organization, sales function in sales organization.
- **„Large function”** - particularly important function of the organization, but not the main one. For example, financial analysis and planning function, risk management function in financial organization.

Positions of this job family are divided into eight levels. Three major dimensions are used to determine an appropriate level:

- (1) number of employees
- (2) average net sales/turnover/assets covered by the position
- (3) scope of an organization manager's responsibilities
 - **Scope level A.** Responsible for single country
 - **Scope level B.** Responsible for multiple countries



Organizations (by turnover, millions EUR)

		Level	I	II	III	IV	V	VI	VII	VIII
No. of empl.	Turnover, mln. EUR *	Points	427	492	566	651	750	864	994	1144
up to 25	< 10	A	main							
		B		main						
26 - 50	3 - 30	A	large	main						
		B		large	main					
51 - 250	3 - 60	A		large		main				
		B			large		main			
251 - 500	10 - 120	A				large	main			
		B					large	main		
501 - 1500	30 - 240	A					large		main	
		B						large	main	
1501+	120 <	A							large	main
		B							large	main

* In case if turnover is smaller than typical, choose one level back; in case turnover is higher than typical, choose one level forward (except for organizations with up to 25 or over 1500 employees)



APPENDIX A - Terms

Top executive	Chairperson of an executive board, member of an executive board, managing director.
Chairmen of an executive board	Chairman of an executive board/ managing director/manager. An executive running the daily operations of the organization. The survey does not include the executives who are also major shareholders or sole owners of the same organization.
Member of an executive board	Member of an executive board of an organization. In many organizations, the members of the executive board often fill in the daily tasks of some area manager, e.g. financial executive, production manager, etc.
Monthly base salary	Monthly base salary in gross amounts. The monthly base salary is the fixed salary stipulated in the employment contract comprising regular additional payments for education, tenure, and expertise. The monthly base salary is exclusive of night and overtime work, holiday pay, incentives, bonuses, and guaranteed additional premiums.
Monthly board member remuneration	Remuneration paid for being the member of the board, not included in the monthly base salary.
Monthly total cash	Monthly base salary + monthly board member remuneration.
Annual base salary	Monthly total cash * 12.
Short-term Incentives	Variable (not guaranteed) pay paid out during period 01.10.2023-30.09.2024. Depends on individual, team or organization performance that is paid on a monthly, quarterly, semi-annual or annual basis. Goals are clearly set and known for the employee. Variable pay is paid if the tasks are achieved or the performance has been even better
Long-term Incentives	Variable (not guaranteed) pay earned during period 01.10.2023-30.09.2024 (not paid out). Depends on individual, team or organization performance that is paid on the basis of more than once a year. Goals are clearly set and known to the employee. Variable pay is paid if the tasks are achieved or the performance has been even better.
Annual total cash	Monthly total cash * 12 + short- and long-term incentives.
Average	Arithmetic weighted average calculated by adding up all respective numerical values (e.g., salaries) and dividing the sum by the number of respective values.
90%	90% of the salaries are lower than the presented value.
75%	75% of the salaries are lower than the presented value.
Median	The central value in a set of values (e.g., salaries) sorted by value from the highest to the lowest.
25%	25% of the salaries are lower than the presented value.
10%	10% of the salaries are lower than the presented value.



Company car	The car provided to the top executive by the organization to be used for private purposes at least to some extent. If the car is used exclusively during working hours, it is not a benefit.
Price of the company car	The buying price of the company car (with VAT)
Total monthly costs of the company car	Leasing costs, fuel, maintenance, insurance, etc.
Sum insured	The maximum disbursement agreed in the insurance contract to which extent the insurer is to compensate for the damages in case of the insured event OR - in the case of life insurance - which the insurer is to pay in full to the agreed person upon the due term.
Accident insurance	In the case of accident insurance, the insurer is to pay the agreed amount of money following the accident. The insurance settlement is paid in the case of death, bodily harm, or proprietary damages.
Life insurance	With life insurance, the insurer is to pay the contractual sums upon the arrival of the certain age, the marriage, or birth of a child to the insured individual or in the case of the insured death risk to the beneficiary, in one instalment or regular payments.
Health insurance (voluntary)	Upon the insured event, the insured person is paid to cover health expenses within the limit stipulated in the contract. This includes GP services, in-patient care, specialized medical care, dental care. This is an additional and voluntary health insurance, not the constitutional health insurance paid by the health insurance fund and funded by the mandatory social tax.
Retirement insurance/fund	Type of insurance where capital is collected for retirement and for which payments shall be made at the arrival of the agreed age or upon the insured individual becoming disabled.



APPENDIX B – The List of Participating Organizations

1. Anonymous organizations (27)
2. Adeo Web UAB
3. All Media Lithuania UAB
4. Alna Business Solutions UAB
5. Alter Domus Lithuania UAB
6. AMBER Distribution Lithuania UAB
7. Antalis UAB
8. Aon Baltic UADBB
9. AOP Orphan Pharmaceuticals GmbH atstovybė Baltijos šalims
10. Apex Alliance Hotel Management UAB
11. APL Fresh Food UAB
12. APL Restaurants Akr UAB
13. Areko UAB
14. AS Inbank filialas
15. Astorija Hotel UAB
16. AstraZeneca Lietuva UAB
17. Ateities verslo investicijos UAB
18. AUGA group AB
19. AUGA Tech UAB
20. AV Projektai UAB
21. Avitelos prekyba UAB
22. Axioma Metering UAB
23. BAA Training UAB
24. Balcia Insurance SE Lietuvos filialas
25. Baltic Agro Machinery UAB
26. Baltic Amadeus UAB
27. Baltic Ground Services UAB
28. Berlin Chemie Menarini Baltic UAB
29. Betono centras UAB
30. Betono mozaika UAB
31. Bidfood Lietuva UAB
32. Bionorica Lithuania UAB
33. BLENDAS HOTEL MANAGEMENT UAB
34. Blue Solutions UAB
35. BOD Group UAB
36. BOD Lenses UAB
37. BSP Asset Management LT UAB
38. BTA Baltic Insurance Company AAS filialas Lietuvoje
39. Centric IT Solutions Lithuania UAB
40. CGI Lithuania UAB
41. Circle K Lietuva UAB
42. Citadele banka AS Lietuvos filialas
43. City centre hotel UAB
44. Comco UAB
45. Concretus group UAB
46. ConnectPay UAB
47. COWI Lietuva UAB
48. Creditinfo Lietuva UAB
49. Dana Lithuania UAB
50. Danske Bank AS Lietuvos filialas
51. Decathlon Lietuva UAB
52. Decentralized UAB
53. Delfi UAB
54. Dematic Kaunas Dematic Limited Filialas
55. Dextall LT UAB
56. DHL Lietuva (Express)
57. DHL Lietuva (Global Forwarding)
58. DocLogix UAB
59. Draugystės sanatorija UAB
60. DS Smith Packaging Lithuania UAB
61. Dubingiai UAB
62. Ecoservice UAB
63. EGIS Pharmaceuticals PLC atstovybė
64. Eglės sanatorija UAB
65. ELEKTRUM LIETUVA UAB



- | | |
|----------------------------------|--|
| 66. Elmoris UAB | 103. INHUS UAB |
| 67. Emtoservis UAB | 104. Insoft UAB |
| 68. Enefit Green UAB | 105. Integris UAB |
| 69. Enefit UAB | 106. Intelligent Communications UAB |
| 70. Eurovia Lietuva AB | 107. Inter Cars Lietuva UAB |
| 71. Exacaster UAB | 108. Interactio UAB |
| 72. Fakto autocentras UAB | 109. Iterato UAB |
| 73. Fazer Lietuva UAB | 110. Jupiter Bach Lietuva UAB |
| 74. Felit UAB | 111. KAEFER UAB |
| 75. Filter UAB | 112. Kalnapilio - Tauro grupė UAB |
| 76. Finansų bitė UAB | 113. KARCHER UAB |
| 77. Finansų bitė verslui UAB | 114. Kauno grūdai AB |
| 78. GF bankas UAB | 115. Kauno tiltai AB |
| 79. Gjensidige ADB | 116. Kelių priežiūra AB |
| 80. GL Pharma Vilnius UAB | 117. Kika service centre UAB |
| 81. GO Vilnius VšĮ | 118. Kilo grupė UAB |
| 82. Grand Hotel Vilnius UAB | 119. Knauf UAB |
| 83. Grand SPA Lietuva UAB | 120. Kotryna Group UAB |
| 84. Gren Akmenė UAB | 121. Krasta Auto UAB |
| 85. Gren Joniškis UAB | 122. Kurana UAB |
| 86. Gren Klaipėda UAB | 123. Lietuvos nacionalinis radijas ir televizija
VŠĮ |
| 87. Gren Lietuva UAB | 124. Lietuvos parodų ir kongresų centras
Litexpo UAB |
| 88. Gren Švenčionys UAB | 125. LIETUVOS RAUDONOJO KRYŽIAUS
DRAUGIJA |
| 89. Gren Trakai UAB | 126. Lietuvos Respublikos aplinkos
ministerijos Aplinkos projektų valdymo
agentūra |
| 90. GVT LT UAB | 127. Lindstrom UAB |
| 91. HAVI Logistics UAB | 128. Ltintus UAB |
| 92. HELLA Lithuania UAB | 129. Magnum Veterinarija UAB |
| 93. Heston Airlines UAB | 130. Marsh Lietuva UADBB |
| 94. HISK AB | 131. Medochemie Lithuania UAB |
| 95. If P&C Insurance AS filialas | 132. Metalistas Group UAB |
| 96. YIT Lietuva UAB | 133. Metasite Business Solutions UAB |
| 97. ILTE UAB | |
| 98. Imlitex Service Center UAB | |
| 99. INHUS Construction UAB | |
| 100. INHUS Engineering UAB | |
| 101. INHUS Group UAB | |
| 102. INHUS Prefab UAB | |



134. Nacionalinis visuomenės sveikatos centras prie Sveikatos apsaugos ministerijos
135. NEO Finance AB
136. NEO Group UAB
137. NKT Lithuania UAB
138. Nortel UAB
139. Novameta UAB
140. OPTOMENAS UAB
141. Paysera LT UAB
142. Panevėžio statybos trestas AB
143. Panorama LT UAB
144. Peikko Lietuva UAB
145. PERI UAB
146. Pfizer Luxembourg SARL filialas
147. Pigu UAB
148. Pon Bike Lithuania UAB
149. Puratos Lithuania UAB
150. Raminora UAB
151. RETAL Baltic Films UAB
152. RETAL Lithuania UAB
153. Roche Lietuva UAB
154. Rocket Software Lithuania UAB
155. Roquette Amilina AB
156. Sandoz Pharmaceuticals D.d. Filialas
157. Santa Monica Networks UAB
158. Sapiens Lithuania UAB
159. Scania Lietuva UAB
160. Serviso kontraktų centras UAB
161. SK ID Solutions AS Lietuvos filialas
162. Skuba UAB
163. Softera Baltic UAB
164. SPARK Lithuania UAB
165. STADA Baltics UAB
166. Strapa UAB
167. Svenheim UAB
168. Swedbank AB
169. Tala LT UAB
170. Telesoftas UAB
171. Telia Global Services Lithuania UAB
172. Telia Lietuva AB
173. Teva Baltics UAB
174. Travel Retail Vilnius UAB
175. UMP technika UAB
176. Unifiedpost UAB
177. Universalūs medžio produktai UAB
178. Upa MCT UAB
179. Užstato sistemos administratorius VšĮ
180. Viada LT UAB
181. VIDAUS vandens kelių direkcija AB
182. Vilandra UAB
183. Vilniaus Aidai UAB
184. Vilniaus apšvietimas UAB
185. Vilniaus baldai AB
186. Vilniaus pakuotė UAB
187. Viltechmeda UAB
188. Vinted UAB
189. Volfas Engelman AB
190. Wargaming Vilnius UAB
191. Wilo Lietuva UAB

APPENDIX C – The List of Participating Organizations by Business Sectors

Business Services (9)

Anonymous organization
Alter Domus Lithuania UAB
BOD Group UAB
BOD Lenses UAB
COWI Lietuva UAB
GVT LT UAB
Imlitex Service Center UAB
INHUS Group UAB
Metalistas Group UAB

Construction (13)

Anonymous organization
Dextall LT UAB
Eurovia Lietuva AB
HISK AB
YIT Lietuva UAB
INHUS Construction UAB
INHUS Engineering UAB
INHUS UAB
KAEFER UAB
Kauno tiltai AB
Panevėžio statybos trestas AB
PERI UAB
Vilniaus apšvietimas UAB

Education (1)

BAA Training UAB

Energy (10)

Anonymous organization
ELEKTRUM LIETUVA UAB
Enefit Green UAB
Enefit UAB
Gren Akmenė UAB
Gren Joniškis UAB
Gren Klaipėda UAB
Gren Lietuva UAB
Gren Švenčionys UAB
Gren Trakai UAB

Entertainment (5)

Anonymous organization
Draugystės sanatorija UAB
Grand SPA Lietuva UAB
Raminora UAB
Upa MCT UAB

Financial Services (24)

Anonymous organizations (3)
Aon Baltic UADB
AS Inbank filialas
Balčia Insurance SE Lietuvos filialas
BTA Baltic Insurance Company AAS filialas Lietuvoje
Citadele banka AS Lietuvos filialas
ConnectPay UAB
Creditinfo Lietuva UAB



Dana Lithuania UAB
 Decentralized UAB
 Finansų bitė UAB
 Finansų bitė verslui UAB
 GF bankas UAB
 Gjensidige ADB
 If P&C Insurance AS filialas
 ILTE UAB
 Marsh Lietuva UADBB
 NEO Finance AB
 NKT Lithuania UAB
 Paysera LT UAB
 Swedbank AB
 Unifiedpost UAB

Infrastructure (1)

Kelių priežiūra AB

IT and Telecommunications (27)

Adeo Web UAB
 Alna Business Solutions UAB
 Baltic Amadeus UAB
 Blue Solutions UAB
 Centric IT Solutions Lithuania UAB
 CGI Lithuania UAB
 Danske Bank AS Lietuvos filialas
 DocLogix UAB
 Exacaster UAB
 Insoft UAB
 Integris UAB
 Intelligent Communications UAB
 Interactio UAB
 Iterato UAB
 Kilo grupė UAB
 Metasite Business Solutions UAB
 Nortall UAB
 Rocket Software Lithuania UAB
 Santa Monica Networks UAB
 Sapiens Lithuania UAB
 SK ID Solutions AS Lietuvos filialas
 Softera Baltic UAB
 Telesoftas UAB
 Telia Global Services Lithuania UAB
 Telia Lietuva AB
 Vinted UAB
 Wargaming Vilnius UAB

Media (3)

All Media Lithuania UAB
 Delfi UAB
 Lietuvos nacionalinis radijas ir televizija VŠĮ

Production (46)

Anonymous organizations (9)
 AUGA group AB
 AUGA Tech UAB
 Axioma Metering UAB
 Betono centras UAB
 Betono mozaika UAB
 Comco UAB
 Concretus group UAB
 Dematic Kaunas Dematic Limited Filialas

DS Smith Packaging Lithuania UAB
Elmoris UAB
Fazer Lietuva UAB
HELLA Lithuania UAB
INHUS Prefab UAB
Jupiter Bach Lietuva UAB
Kalnapilio - Tauro grupė UAB
Kauno grūdai AB
Knauf UAB
Kurana UAB
Ltintus UAB
NEO Group UAB
Novameta UAB
OPTOMENAS UAB
Peikko Lietuva UAB
Pon Bike Lithuania UAB
RETAL Baltic Films UAB
RETAL Lithuania UAB
Roquette Amilina AB
Strapa UAB
Svenheim UAB
UMP technika UAB
Universalūs medžio produktai UAB
Užstato sistemos administratorius VšĮ
Vilniaus Aidai UAB
Vilniaus baldai AB
Vilniaus pakuotė UAB
Viltechmeda UAB
Volfas Engelman AB

Public Sector (6)

Anonymous organization
GO Vilnius VšĮ
LIETUVOS RAUDONOJO KRYŽIAUS DRAUGIJA
Lietuvos Respublikos aplinkos ministerijos Aplinkos projektų valdymo agentūra
Nacionalinis visuomenės sveikatos centras prie Sveikatos apsaugos ministerijos
Vidaus vandens kelių direkcija AB

Real Estate (2)

Anonymous organization
Panorama LT UAB

Sales (45)

Anonymous organizations (4)
AMBER Distribution Lithuania UAB
Antalis UAB
AOP Orphan Pharmaceuticals GmbH atstovybė Baltijos šalims
AstraZeneca Lietuva UAB
AV Projektai UAB
Avitelos prekyba UAB
Baltic Agro Machinery UAB
Berlin Chemie Menarini Baltic UAB
Bidfood Lietuva UAB
Bionorica Lithuania UAB
Circle K Lietuva UAB
Decathlon Lietuva UAB
Dubingiai UAB
EGIS Pharmaceuticals PLC atstovybė
Emtoservis UAB
Fakto autocentras UAB
Felit UAB



Filter UAB
 GL Pharma Vilnius UAB
 Inter Cars Lietuva UAB
 KARCHER UAB
 Kika service centre UAB
 Kotryna Group UAB
 Krasta Auto UAB
 Magnum Veterinarija UAB
 Medochemie Lithuania UAB
 Panorama LT UAB
 Pfizer Luxembourg SARL filialas
 Pigu UAB
 Puratos Lithuania UAB
 Roche Lietuva UAB
 Sandoz Pharmaceuticals D.d. Filialas
 Scania Lietuva UAB
 Serviso kontraktų centras UAB
 Skuba UAB
 STADA Baltics UAB
 Teva Baltics UAB
 Travel Retail Vilnius UAB
 Viada LT UAB
 Vilandra UAB
 Wilo Lietuva UAB

Services (15)

Anonymous organization
 Apex Alliance Hotel Management UAB
 APL Fresh Food UAB
 APL Restaurants Akv UAB
 Areko UAB
 Astorija Hotel UAB
 Ateities verslo investicijos UAB
 BLENDAS HOTEL MANAGEMENT UAB
 City centre hotel UAB
 Ecoservice UAB
 Eglės sanatorija UAB
 Grand Hotel Vilnius UAB
 Lietuvos parodų ir kongresų centras Litexpo UAB
 Lindstrom UAB
 Tala LT UAB

Transport and logistics (6)

Anonymous organization
 DHL Lietuva (Express)
 DHL Lietuva (Global Forwarding)
 HAVI Logistics UAB
 Heston Airlines UAB
 SPARK Lithuania UAB

Other (4)

Anonymous organizations (3)
 Baltic Ground Services UAB

Figure Baltic Advisory

© Figure 2024. All rights reserved.