

Salary Market Forecast Survey

2026 Lithuania

2026.01.08

FIGURE

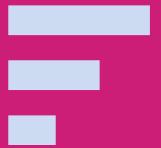


Figure Baltic Advisory



Table of Contents

■ Review of 2025	6
■ Forecast for 2026	14
■ Assessment for Business Environment in 2026	36
■ Baltic Overview	44
■ Additional Questions	46
■ Description of Participating Organizations	55

Table of contents refers to actual report not to this document

Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current compensation trends in the labour market, also gives short retrospective of 2025, as well as plans and forecasts for 2026.
- The sample of the survey consisted of more than 500 organizations who participated or purchased General Compensation Survey 2025 Lithuania.
- 122 organizations completed the Forecast Survey questionnaire.
- The data was collected using an online questionnaire in December 2025.

Terms Used

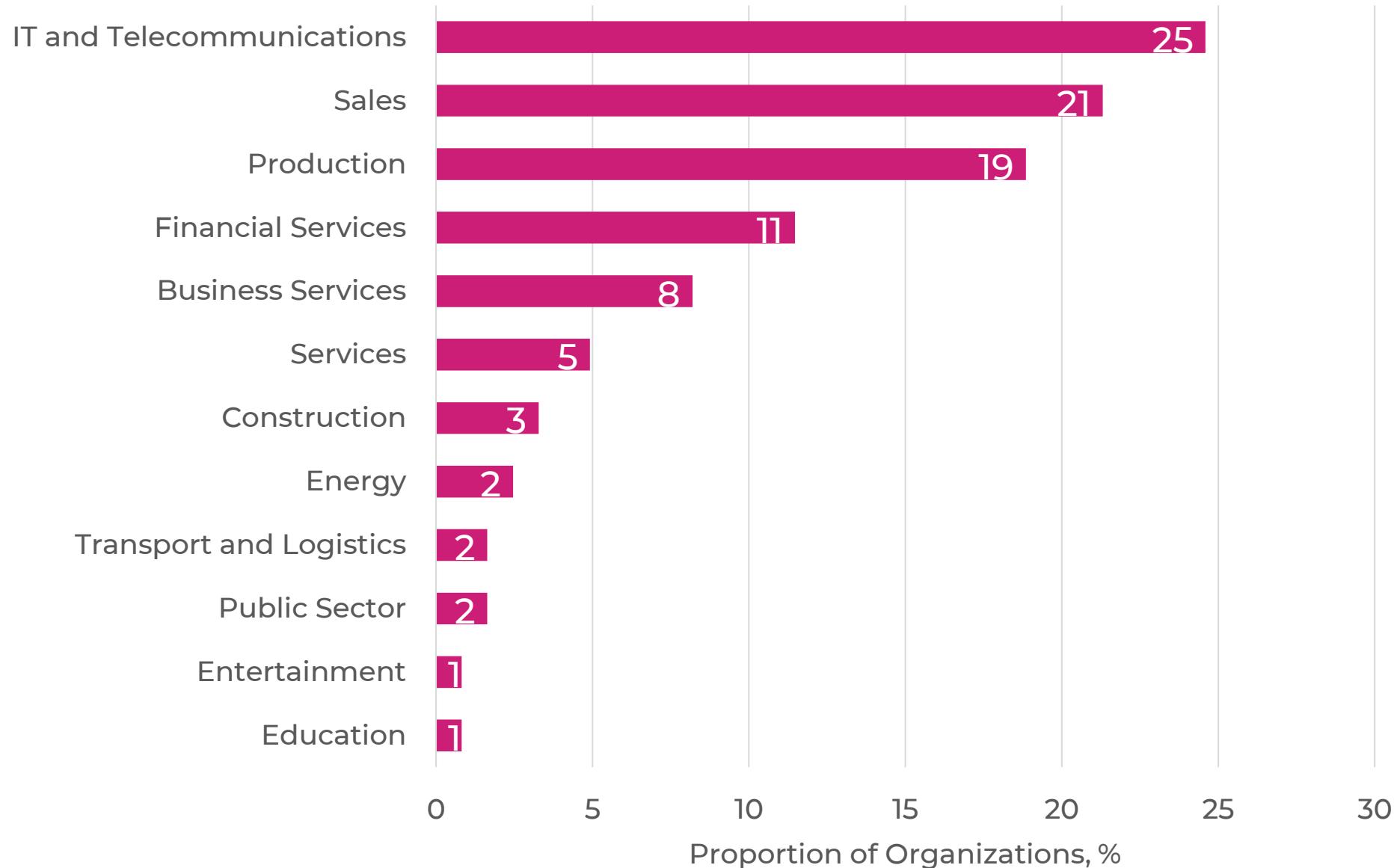


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member in the sequence of salaries, which are in order from the highest to the smallest. Both parts have an equal number of members.
- **25%** - 25% of values are lower than the presented value.
- **10%** - 10% of values are lower than the presented value.



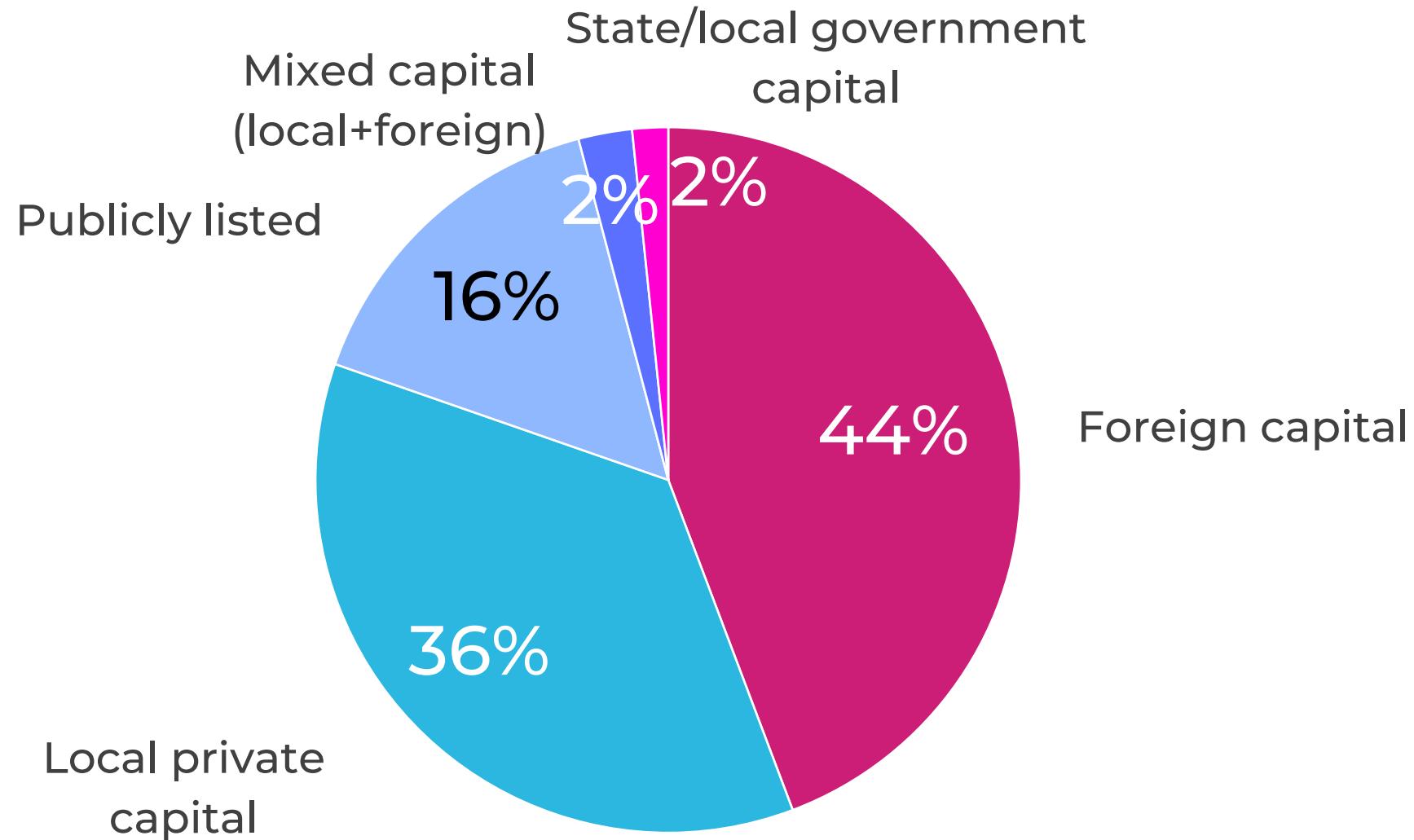
Description of Participating Organizations

Organizations by Field of Activity



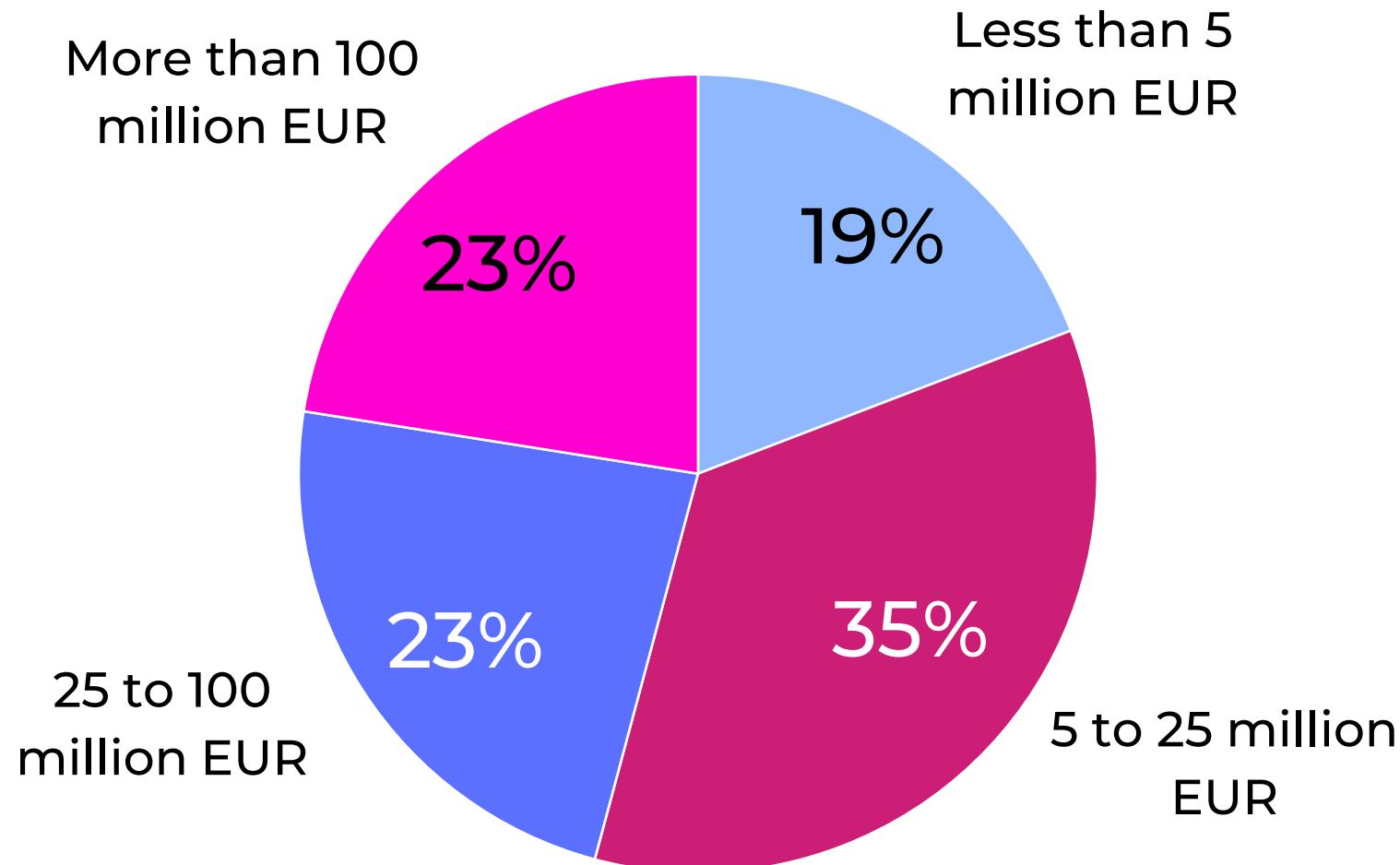
Graph is calculated using the data of 122 organizations.

Organizations by Capital Ownership



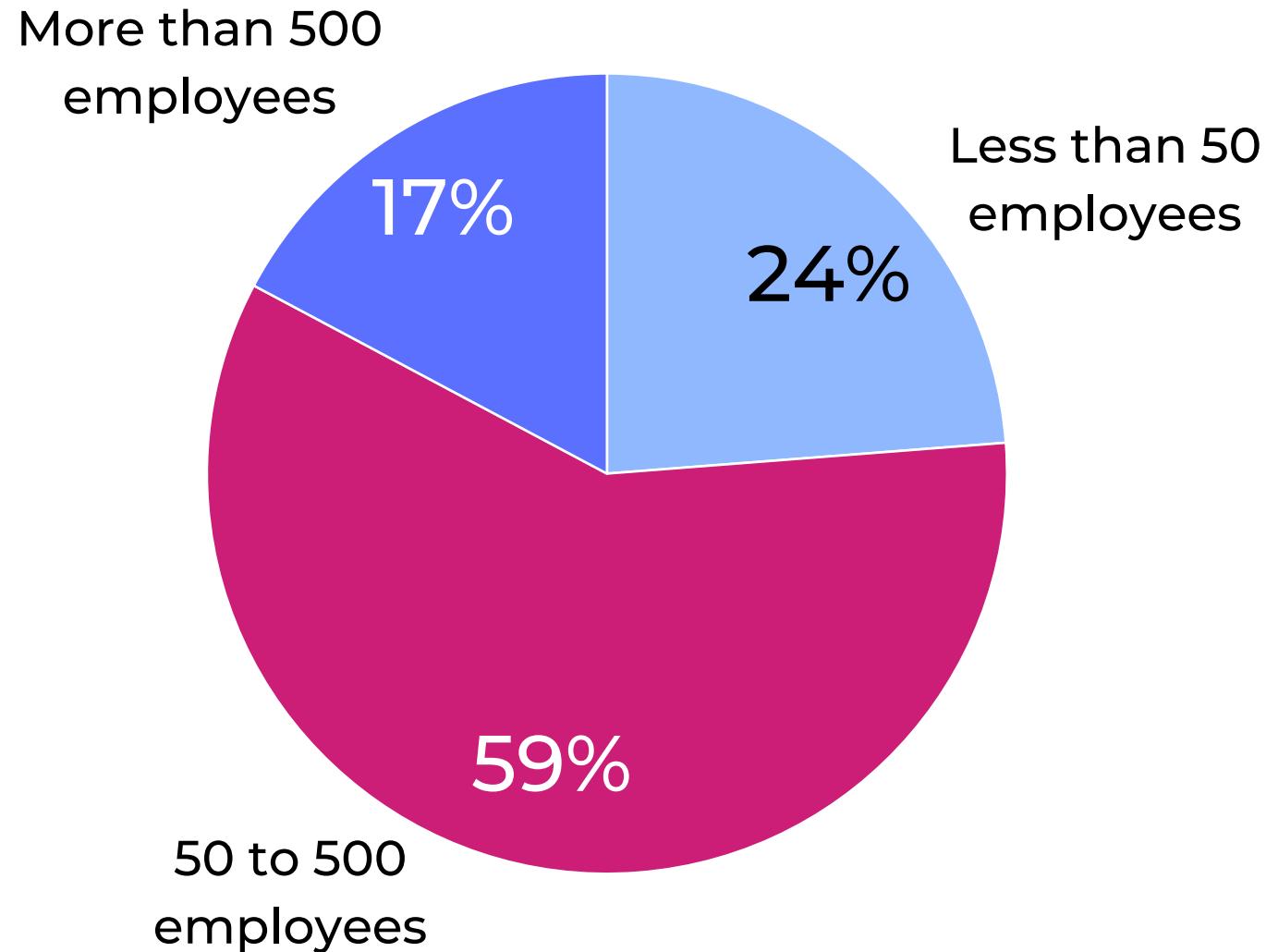
Graph is calculated using the data of 122 organizations.

Organizations by Sales Revenue



Graph is calculated using the data of 120 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 122 organizations.

List of Participating Organizations I



Financial Services

BDO auditas ir apskaita UAB
Citadele banka AS Lietuvos filialas
Creditinfo Lietuva UAB
Dana Lithuania UAB
Danske Bank AS Lietuvos filialas
GF bankas UAB
If PC Insurance AS filialas
Luminor Bank AS Lietuvos skyrius
Mano bankas AB
Marsh Lietuva UADBB
NEO Finance AB
NKT Lithuania UAB
SEB bankas AB
Swedbank AB

Production

Allive Europe UAB
Alumingo UAB
Continental Automotive Lithuania UAB
DS Smith Packaging Lithuania UAB
Hollister Lietuva UAB
Kinze Europe UAB
Medicinos linija UAB

Miko ir Tado leidyklos spaustuvė UAB
NEO Group UAB
Optomenas UAB
Philip Morris Lietuva UAB
RETAL Baltic Films UAB
Rokiškio sūris AB
Roquette Amilina UAB
STEVILA Lietuvos ir Vokietijos UAB
Stora Enso Lietuva UAB
Švyturys - Utenos alus UAB
Žemės ūkio kooperatyvas Pienas LT
Thermo Fisher Scientific Baltics UAB
Vilniaus paukštynas AB
Viltechmeda UAB
Vita Baltic International UAB
Volfas Engelman AB

IT and Telecommunications
1stdibs.com Lithuania UAB
360 IT UAB
Accenture Lithuania UAB
Adeo Web UAB
Adroiti UAB
Agmis UAB

Baltic Amadeus UAB
Bison Commerce UAB
Centric IT Solutions Lithuania UAB
Dassault Systemes UAB
E-Bros UAB
Eskimi UAB
Evolution Lithuania UAB
Exacaster UAB
Flo Health LTU UAB
Helmes UAB
Idenfy UAB
Informacinių technologijų organizacija UAB
Insoft UAB
Integrис UAB
Metasite Business Solutions UAB
Novian pro UAB
Ovoko UABPresent Connection UAB
Primend UAB
Santa Monica Networks UAB
Zenitechas UAB
Tieto Lietuva UAB
Toughlex UAB
Vinted UAB

List of Participating Organizations II



Energy

EPSO-G UAB
Gren Lietuva UAB
Ignitis grupė AB

Other Services

Bolt Services LT UAB
FL Technics UAB
Lietuvos parodų ir kongresų centras
Litexpo UAB
Premier Restaurants UAB
Raminora UAB
Užstato sistemos administratorius VšĮ

Sales

ACC Distribution UAB
AMBER DISTRIBUTION LITHUANIA UAB
Baltic Agro Machinery UAB
Berlin Chemie Menarini Baltic UAB
Čia Market UAB
Decathlon Lietuva UAB
Dojus agro UAB

ESSVE Lietuva UAB

IKEA Purchasing Services (Lithuania) UAB

IKI Lietuva UAB

KARCHER UAB

Lidl Lietuva UAB

Linde Gas UAB

Magic Crafts UAB

Mary Kay Lithuania UAB

Medochemie Lithuania UAB

Minordija UAB

Orivas UAB

PHILIP MORRIS BALTIC UAB

Rimi Lietuva UAB

Servier Pharma UAB

STADA Baltics UAB

Takeda UAB

Tokvila UAB

Travel Retail Vilnius UAB

Wilo Lietuva UAB

Entertainment

Bilietai PLG UAB

Construction

Fegda grupė UAB

HISK AB

ITCC UAB

Naresta UAB

Education

Vilniaus universitetas

Transport and Logistics

DHL Lietuva UAB
Unlimited Carrier UAB

List of Participating Organizations III



Business Services

Bazaarvoice UAB
Biomapas UAB
Blue Solutions UAB
Concretus group UAB
DexCom Lithuania UAB
Energenas UAB
Ernst & Young Baltic UAB
Festo UAB
Guidehouse Lithuania UAB
Nobia UAB
Žalgiris group UAB

Public Sector

Valstybės skaitmeninių sprendimų
agentūra

Compensation Surveys 2026



- We invite your organization to participate in **2026 compensation surveys** as the new survey cycle is about to open
 - Lithuanian General Compensation Survey 2026 report is published at the end of August
 - Lithuanian Top Executive Compensation Survey 2026 report is ready at the beginning of November
 - Sector compensation surveys are conducted throughout the year according to the interest of participants. If you are interested in a sector specific compensation survey that might interest other organizations, feel free to contact us
- Employee satisfaction, engagement, organization culture surveys, equal pay analysis and assessment are available by request. Make sure you follow the **Gender Pay Gap** calculations for your organization within the Compensation survey.

Thank you for participating!

Let's figure out what really matters!



Best wishes,
Figure Baltic Advisory