



FINANCE SECTOR COMPENSATION SURVEY LITHUANIA 2026

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SUMMARY 2026



59

organizations have participated in 2026 survey



15869

/data points have been analyzed



63%

of organizations increased the number of employees during previous 12 months, while 28% decreased and 9% retained the same count of employees



89%

of organizations plan to increase monthly base salary, while 86% of organizations plan to increase annual total cash



72%

of employees have received at least one variable component of compensation: 50% Short-term bonuses and Incentives, 6% Sales bonuses, 19% Long-term Incentives



67%

of organizations plan to increase the number of employees by the end of the year, while 13% plan to maintain the same number and 20% decrease the headcount



18%

is the average employee voluntary turnover during previous 12 months, while total employee turnover was on average 23%



84%

of organizations offer Short-term Incentives to at least one employee group, while 66% offer Sales Incentives and 22% offer Long-term Incentives

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SURVEY METHODOLOGY

Participants and Target Group

The purpose of the General Compensation Survey is to provide each organization's compensation analysis and comparison, based on structured high-quality market information.

The survey helps to follow and to evaluate changes in the labour market, to make compensation related decisions and to define the right compensation package for employees consistent with the current situation.

Job Classification

To ensure a precise compensation comparison among jobs with similar responsibilities and functions, all jobs present in organizations are classified into specific job families (by the function and content) and levels (by the responsibility and job complexity) using the General Job Description Catalogue and ICT Job Description Catalogue. All job families and levels have also been evaluated using analytical job evaluation method (*see - Analytical Job Evaluation Method & Terms*), in order to facilitate comparison between different job families (in points).

Job descriptions used or classification are represented prior to a respective salary table.

Salary and Compensation Data Gathering and Analysis

Salary data was gathered using two complementary data forms: salary tables and questionnaires regarding compensation policy.

Data was asked for all jobs in an organization. The data was collected, processed, and analyzed between May to July 2026. The monthly base salary data is provided as of June 2026. When calculating the amounts of annual total cash, paid out variable short-term incentives and assigned long term financial incentives/bonuses for the previous 12 months are taken into account.

Compensation changes in job families and levels have been calculated for employees whose position, duties and responsibilities have not changed during last year as well as for employees whose position, duties and responsibilities have changed (for example, who work on a higher or lower position than last year or with increased responsibility and duties).

In addition to the detailed compensation data, the representatives of the organizations provided information on compensation policies. The information was gathered from the questionnaire in five general parts - general information on the organization, compensation system, compensation parts (including incentive schemes), benefits and training, other additional questions. The electronically obtained data was checked and streamlined. RStudio Desktop 2022.02.3+492 as well as spreadsheet application MS Excel were used for statistical analysis.

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 'MORE' - Analytical Job Evaluation Method & 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).

STRUCTURE OF THE SAMPLE

59 organizations participated in the 2026 Finance Sector Compensation Survey. All participants submitted the salary table and 32 filled in the questionnaire. The salary data of 15869 positions was used for the analysis. 61 % of positions were filled by women and 38% by men. 83% of positions are situated in Vilnius County, while 17% in the other counties. For the first part of the survey, the analysis on compensation policy data is analyzed according to employee groups (please see Figure 1 below). Due to different organizational structures and size of the organizations the sample in each employee group differs.

Figure 1. Employee groups in Organizations

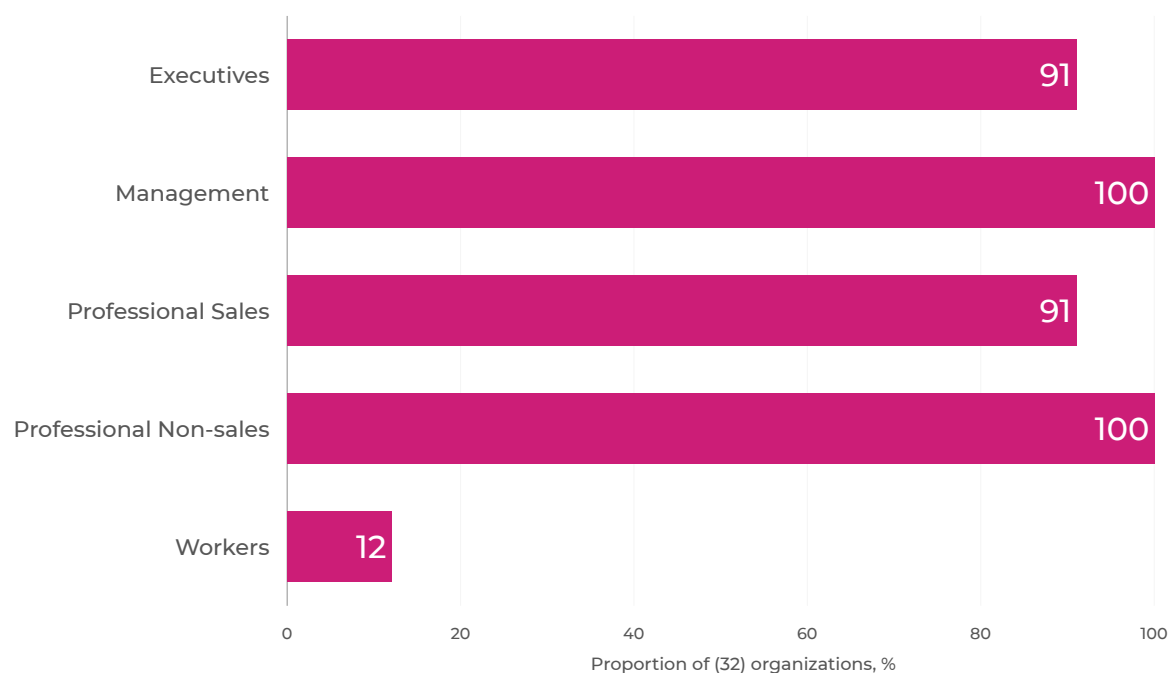


Figure 2. Division of Employees by Regional Location, % of Incumbents

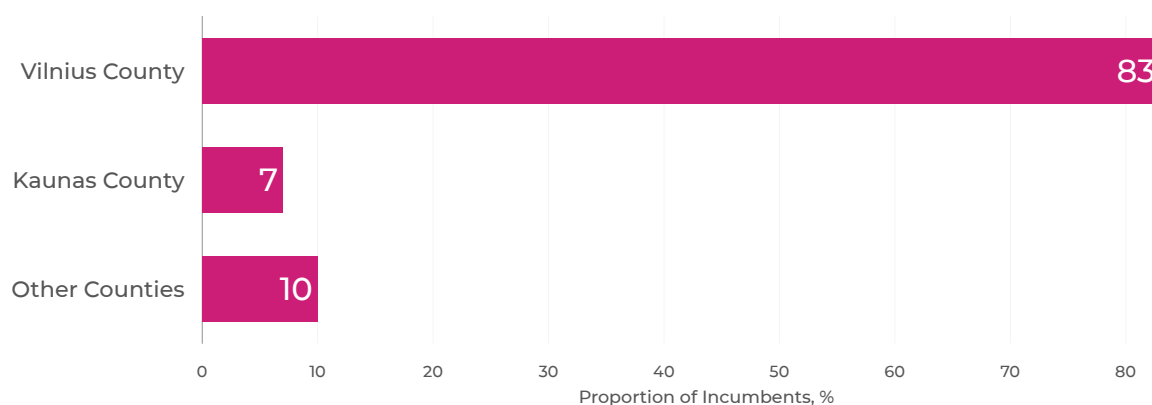


Figure 3. Division of Organizations by Origin of Capital in 2026, % of Organizations

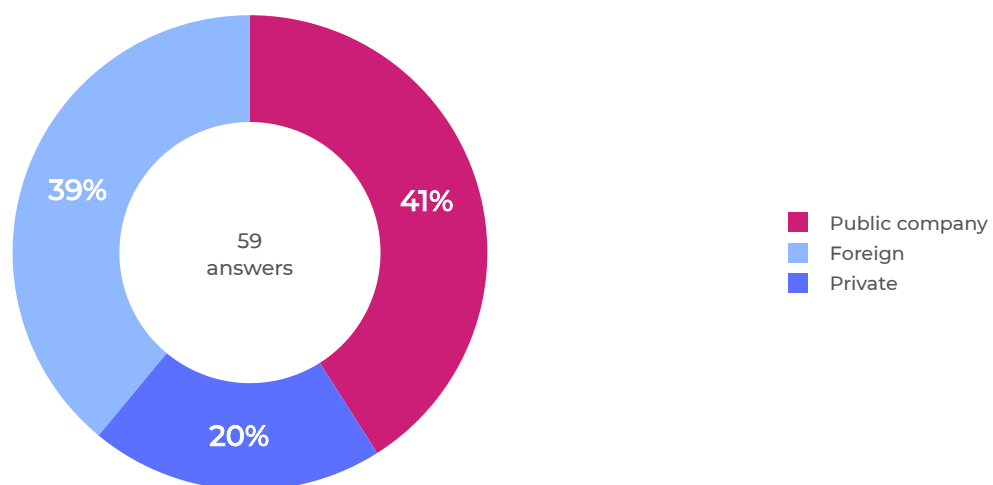


Figure 4. Division of Organizations by Sales Revenue in 2026, % of Organizations

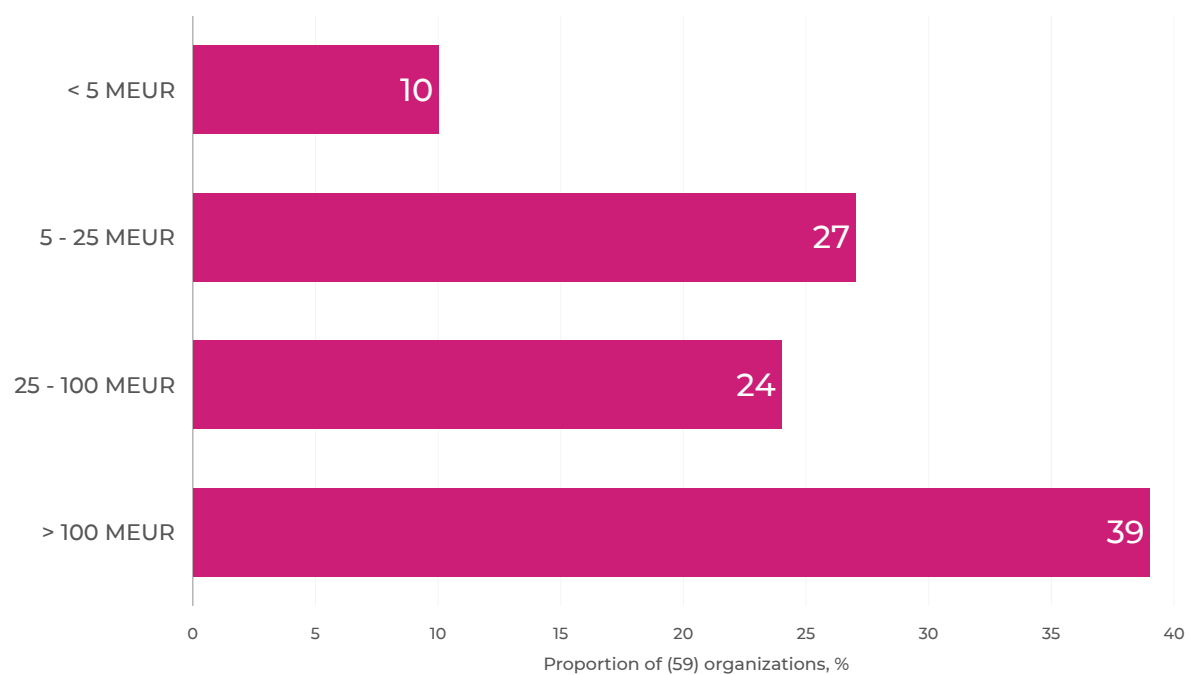


Figure 5. Division of Organizations by Labour Costs (% of Revenue) in 2026, % of Organizations

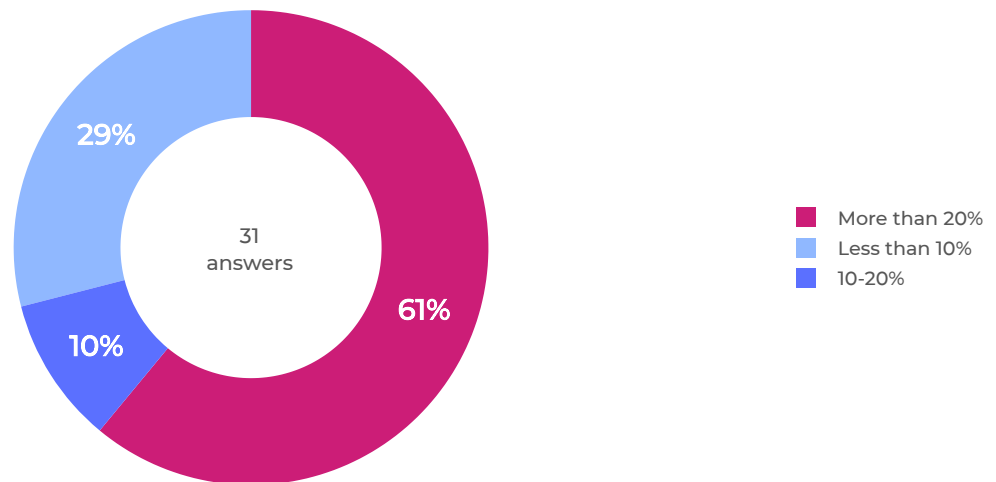


Figure 6. Division of Organizations by Number of Employees (Full-Time Equivalent (FTE)) in 2026, % of Organizations

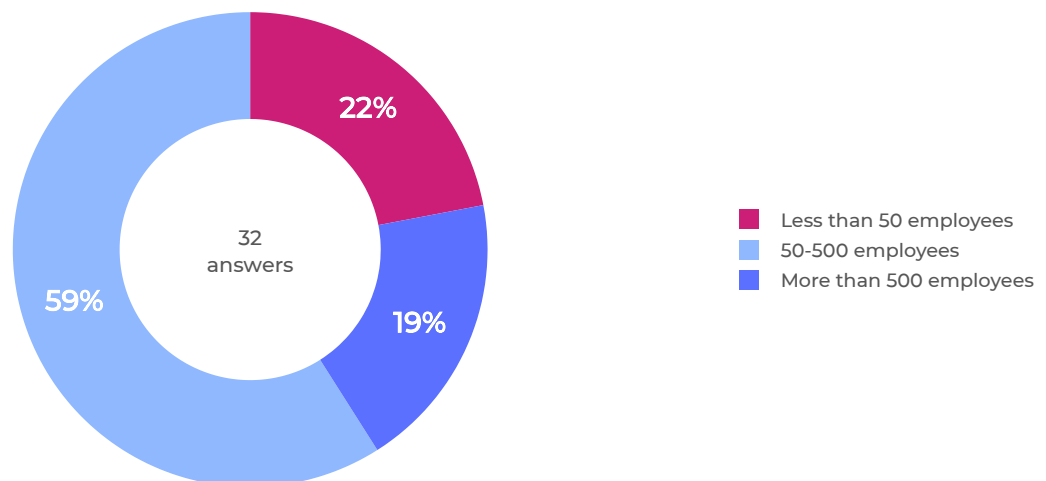
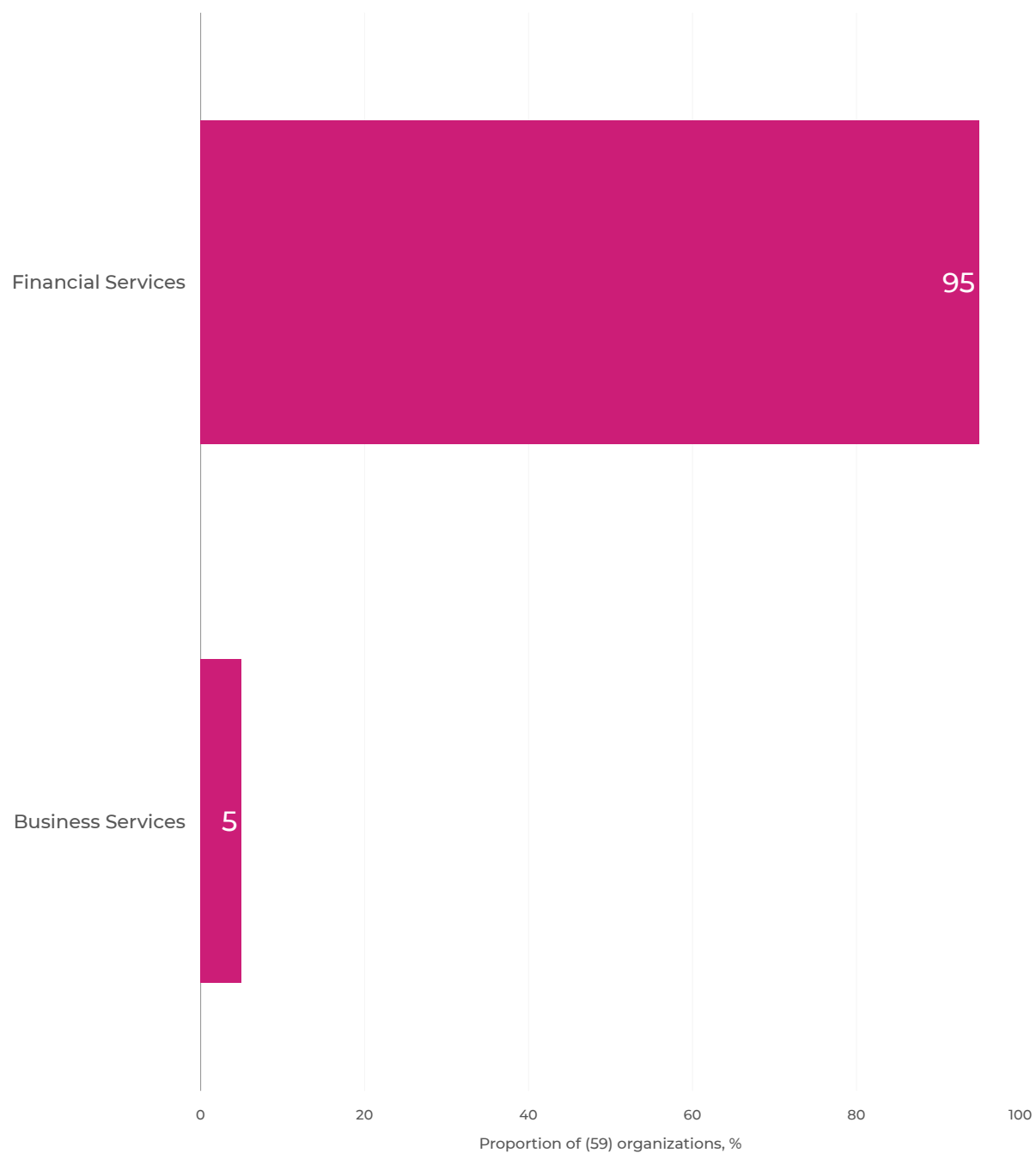


Figure 7. Division of Organizations by Field of Activity, % of Organizations



APPENDIX B - LIST OF ORGANIZATIONS

Name	Top.sector	Sector
Alter Domus Agency Services Europe UAB	Business Services	Business Services
Alter Domus Lithuania UAB	Business Services	Business Services
Altero LT UAB	Financial Services	Other
Aon Baltic UADBB	Financial Services	Insurance
AS Inbank filialas	Financial Services	Banking
Balčia Insurance SE Lietuvos filialas	Financial Services	Insurance
Bigbank AS filialas	Financial Services	Banking
BnP Finance UAB	Financial Services	Other
BTA Baltic Insurance Company AAS filialas Lietuvoje	Financial Services	Insurance
Citadele banka AS Lietuvos filialas	Financial Services	Banking
Citadele Factoring UAB	Financial Services	Banking
Citadele Leasing SIA Lietuvos filialas	Financial Services	Banking
Compensa Life Vienna Insurance Group SE Lietuvos filialas	Financial Services	Insurance
Compensa Vienna Insurance Group akcinė draudimo bendrovė	Financial Services	Insurance
Credit Service UAB	Financial Services	FinTech
Creditinfo Lietuva UAB	Financial Services	Other
Danske Bank AS Lietuvos filialas	Financial Services	Banking
Demus Asset Management UAB	Financial Services	Other
Draudimo brokerių aljansas UADBB	Financial Services	Insurance
Ernst & Young Baltic UAB	Business Services	Business Services
Finansų bitė UAB	Financial Services	FinTech
Finansų bitė verslui UAB	Financial Services	FinTech
GF bankas UAB	Financial Services	Banking
GoSystems UAB	Financial Services	FinTech
If PC Insurance AS filialas	Financial Services	Insurance
Ignalinos kredito unija	Financial Services	Banking
Julianus Inkaso UAB	Financial Services	Other
Jungtinė centrinė kredito unija	Financial Services	Banking
Luminor Bank AS Lietuvos skyrius	Financial Services	Banking
Luminor investicijų valdymas UAB	Financial Services	Banking
Luminor Lizingas UAB	Financial Services	Banking
Mano bankas AB	Financial Services	Banking
Marsh Lietuva UADBB	Financial Services	Insurance

Name	Top.sector	Sector
Moodys Deutschland GmbH filialas	Financial Services	FinTech
MOODYS LITHUANIA UAB	Financial Services	FinTech
Nasdaq Clearing AB Vilniaus filialas	Financial Services	FinTech
Nasdaq CSD SE Lietuvos filialas	Financial Services	FinTech
Nasdaq Vilnius AB	Financial Services	FinTech
Nasdaq Vilnius Services UAB	Financial Services	FinTech
NKT Lithuania UAB	Financial Services	Other
OP Corporate Bank plc Lietuvos filialas	Financial Services	Banking
Raseinių kredito unija	Financial Services	Banking
SEB bankas AB	Financial Services	Banking
SEB Investicijų valdymas UAB	Financial Services	Banking
SEB Life and Pension Baltic SE Lietuvos filialas	Financial Services	Banking
Skandinaviska Enskilda Banken AB Vilniaus filialas	Financial Services	Banking
Startuolių Platforma VšĮ	Financial Services	Banking
Swedbank AB	Financial Services	Banking
Swedbank AB Lietuvos filialas	Financial Services	Banking
Swedbank Baltics AS (Lithuania)	Financial Services	Banking
Swedbank Investicijų Valdymas UAB	Financial Services	Banking
Swedbank Life Insurance SE Lietuvos filialas	Financial Services	Banking
Swedbank Lizingas UAB	Financial Services	Banking
Swedbank P&C Insurance AS Lietuvos filialas	Financial Services	Banking
Swedbank Robur Fonder AB Lietuvos filialas	Financial Services	Banking
Zanavykų bankelis kredito unija	Financial Services	Banking
TransferGo Lithuania UAB	Financial Services	FinTech
Viena sąskaita UAB	Financial Services	Other
Worldline Lietuva UAB	Financial Services	FinTech

APPENDIX C - TERMS

Term	Description
Job family	A group of jobs similar in contents according to the Job Families Catalogue.
Job family level	In the Job Families Catalogue, the job families have been divided into different levels according to their complexity, responsibility, and established requirements. The number of the level is of importance only within the same job family and the value of this level need not coincide with the same level jobs of other job families.
Job value in points	The relative value of a job in points. Each job family level has a point value, which makes the jobs different in comparable contents.
Monthly base salary	Gross monthly salary stipulated in the contract of employment. Monthly base salary includes fixed extra payments for mobility, tenure, qualification level, competence. It does not comprise extra pay for night work or overtime, holiday pay or incentives.
Monthly total Cash	Gross monthly total cash, including monthly base salary plus all average monthly/quarterly bonuses and incentives converted to a monthly average.
Guaranteed allowances	Allowances paid on agreed terms (not required by the law, regularly paid). Do not include data that is already included in hourly or monthly base salary (qualification, skills etc.).
Annual base salary	Monthly base salary* 12 + Base hourly rate* 168 * 12 + Guaranteed allowances.
Statutory allowances	Allowance required by the law. Those allowances are paid if job is containing nightshifts, work during the weekends or holidays etc. Does not include overtime pay.
Sales incentives	Incentives of sales or fulfilling sales target. Sales incentives might be paid in a different regularity.
Short-term incentives	Variable (not guaranteed) pay, which 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.
Short-term/sales incentives target	Target bonus as % of annual base salary.
Short-term/sales incentives maximum	Maximum bonus as % of annual base salary.
Long-term incentives	Variable (not guaranteed) pay that depends on individual, team, or organization performance. 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. Vesting period is more than one year
Annual total cash	Annual base salary + Statutory allowances + Sales incentives + Variable short-term incentives + Long term calculated incentives
NoJ/NoO	Number of jobs (NoJ) and number of organizations (NoO) in the analysis.
Average	The arithmetic weighted average, which is obtained by summing up all the values and then dividing the sum by the total number thereof.
90% decile	90% of salaries are smaller than the presented value.
75% quartile	75% of salaries are smaller than the presented value.
Median	The central member in the sequence of salaries, which are ordered from the highest to the smallest. Precisely 50% of the salaries are higher and 50% of the salaries are smaller than the presented value.
25% quartile	25% of salaries are smaller than the presented value.

APPENDIX D - ANALYTICAL JOB EVALUATION METHOD

Analytical job evaluation is a technique designed to enable trained evaluators to evaluate and judge the size of one job relative to others. Analytical job evaluation method is described in Handbook of Job Evaluation of Intellectual and Physical Jobs. The method has been created and developed by Figure and bases on ILO recommended method. It is used in all three Baltic States.

Analytical job evaluation method is universal and is applicable in every organization and with all jobs. When compared with job family classification method analytical method is more precise and enables to evaluate and compare jobs for which there is the small amount of similar jobs description available in the labour market. Our analytical job evaluation points scale and job family classification scale are compatible.

Criteria	Description
Education	Describes the education required for fulfilling the tasks.
Professional experience	Describes the experience required for the job. The amount of points depends on two factors: 1) experience in the respective area and 2) experience of the respective occupation (e.g., management, project management, etc.).
Work complexity	Describes the extent to which work environment, work methods and tasks are described, also the complexity of work process.
Mental effort	Describes the complexity of problem solving and decision-making process; the number of alternatives to be addressed in finding solutions; the amount of information that requires processing, creativity needed in seeking new solutions.
Co-operation and management	Describes the scope and characteristics of management, coordination and cooperation.
Responsibility for work processes	Describes the amount of all processes to be managed by the respective position, the scope and number of structural units in the sphere of responsibility of this position.
Accountability for decisions	Shows how comprehensive and far-reaching are the effects of the decisions made by this position.
Work methods	Describes the level of mechanization and automation of the work process (is evaluated in case of physical work).
Physical effort	Describes the daily physical effort required from the employee (is evaluated in case of physical work).
Working conditions	Describes the amount and level of unhealthy and stress-inducing factors accompanying the job.