

Salary Market Forecast Survey 2025 Lithuania

2025.01.09

FIGURE

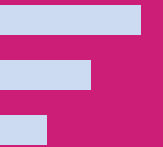


Figure Baltic Advisory

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Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current trends in the salary market, looks back at what happened last year, and summarizes plans and forecasts for 2025.
- The sample of the survey consisted of 409 customers who participated or purchased General Compensation Survey 2024 Lithuania.
- 114 organizations completed the survey.
- The data was collected using an online questionnaire in December 2024.

Terms Used

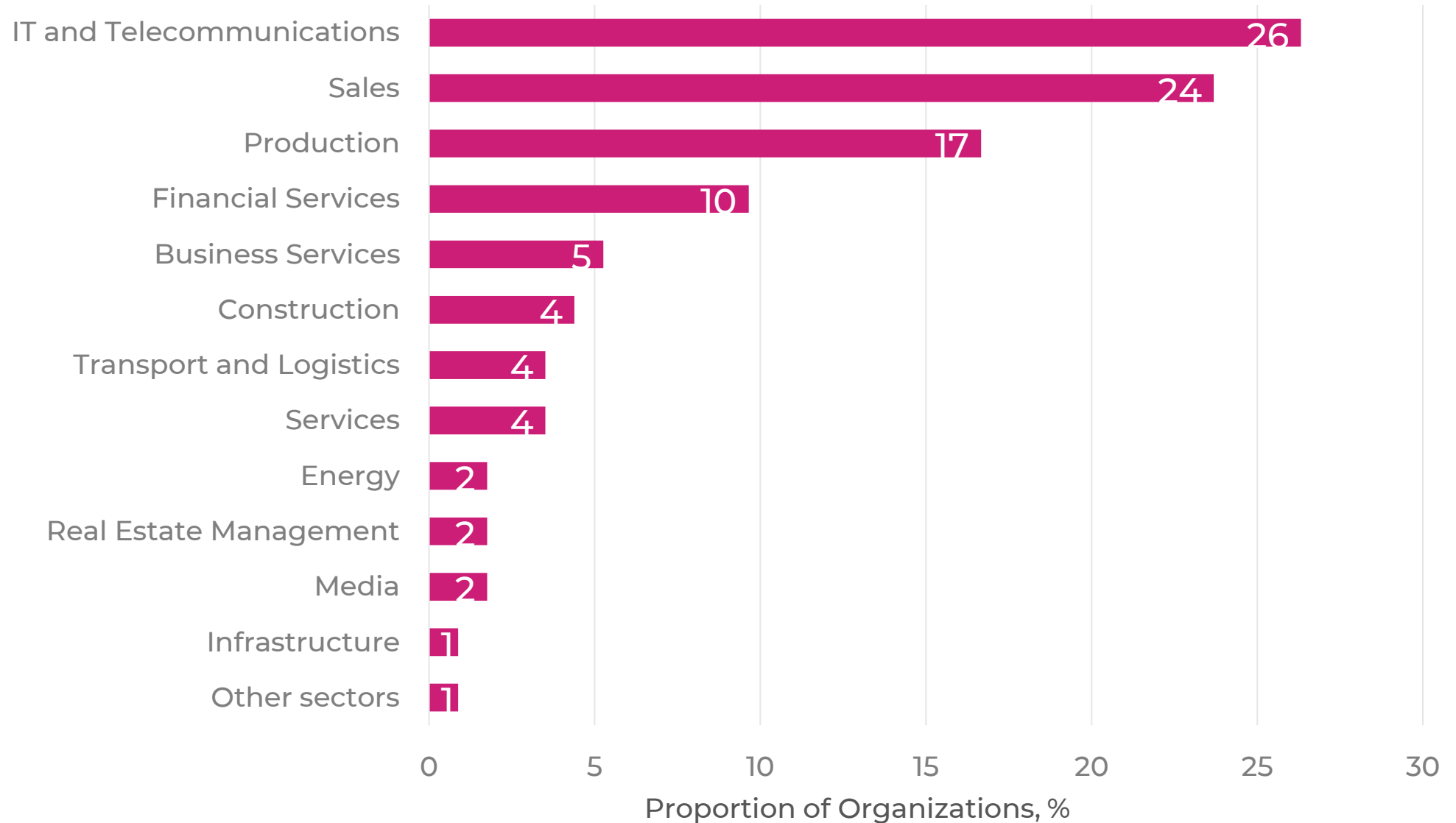


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member 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.



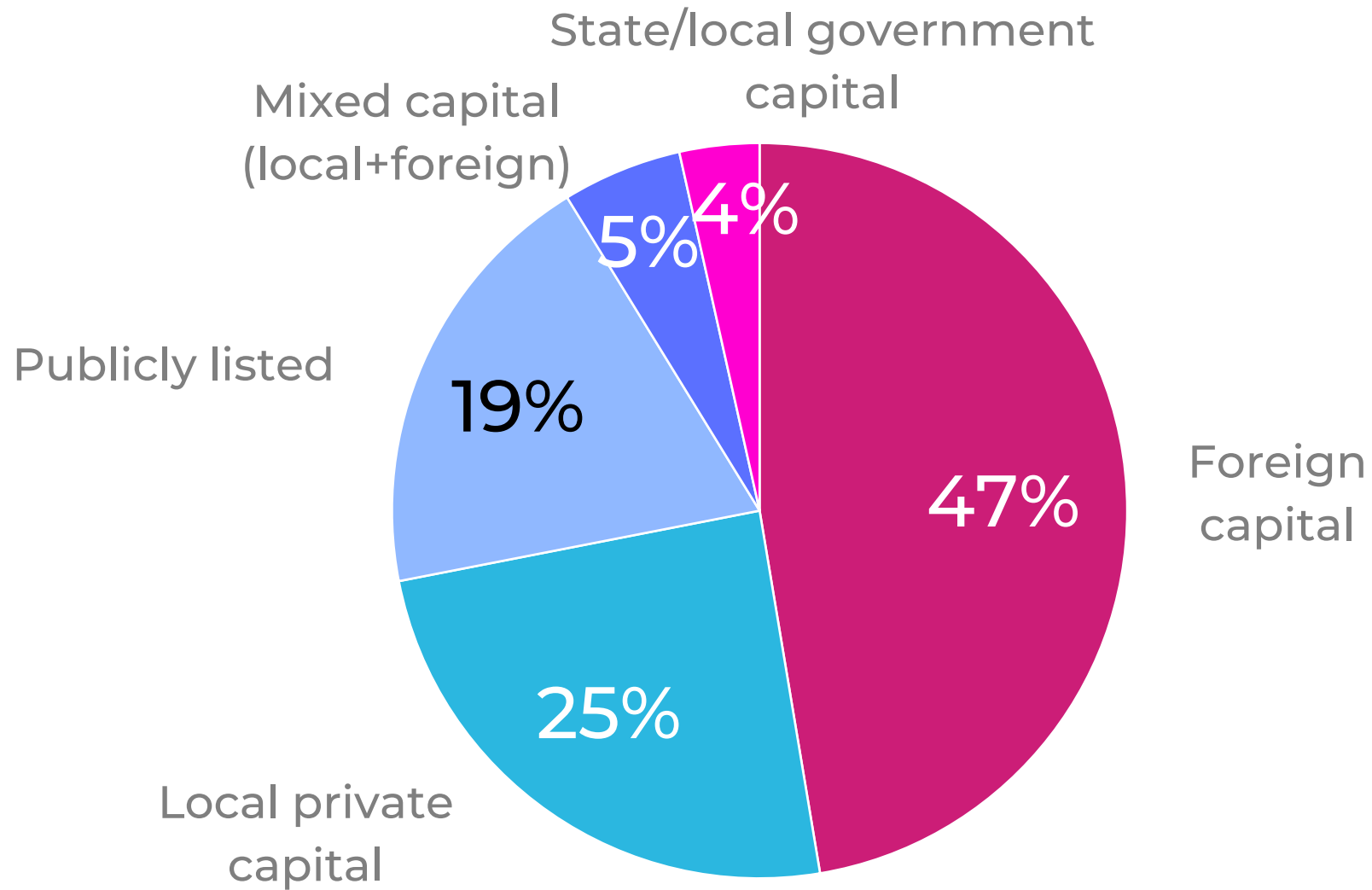
Description of Participating Organizations

Organizations by Field of Activity



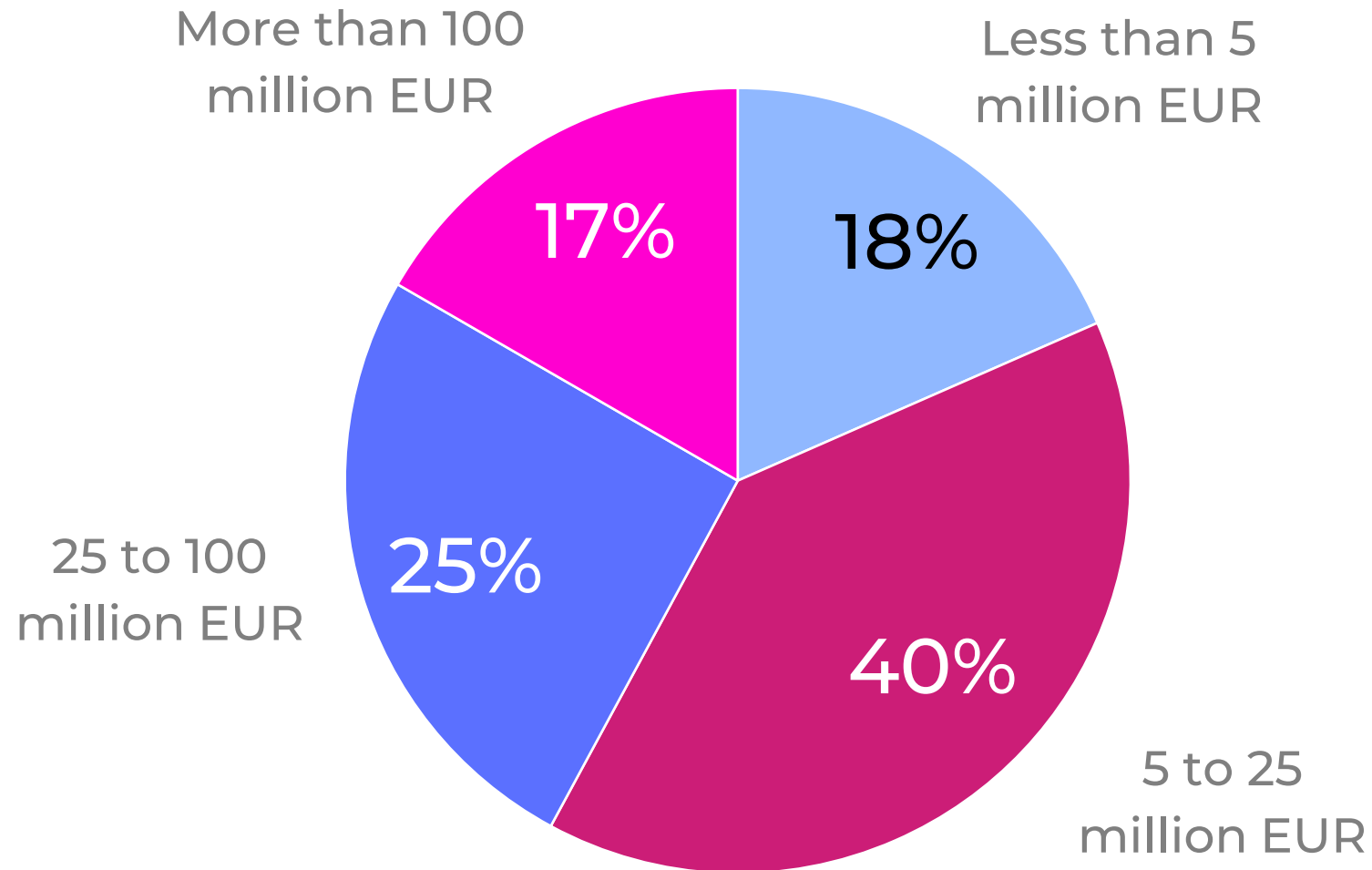
Graph is calculated using the data of 114 organizations.

Organizations by Capital Ownership



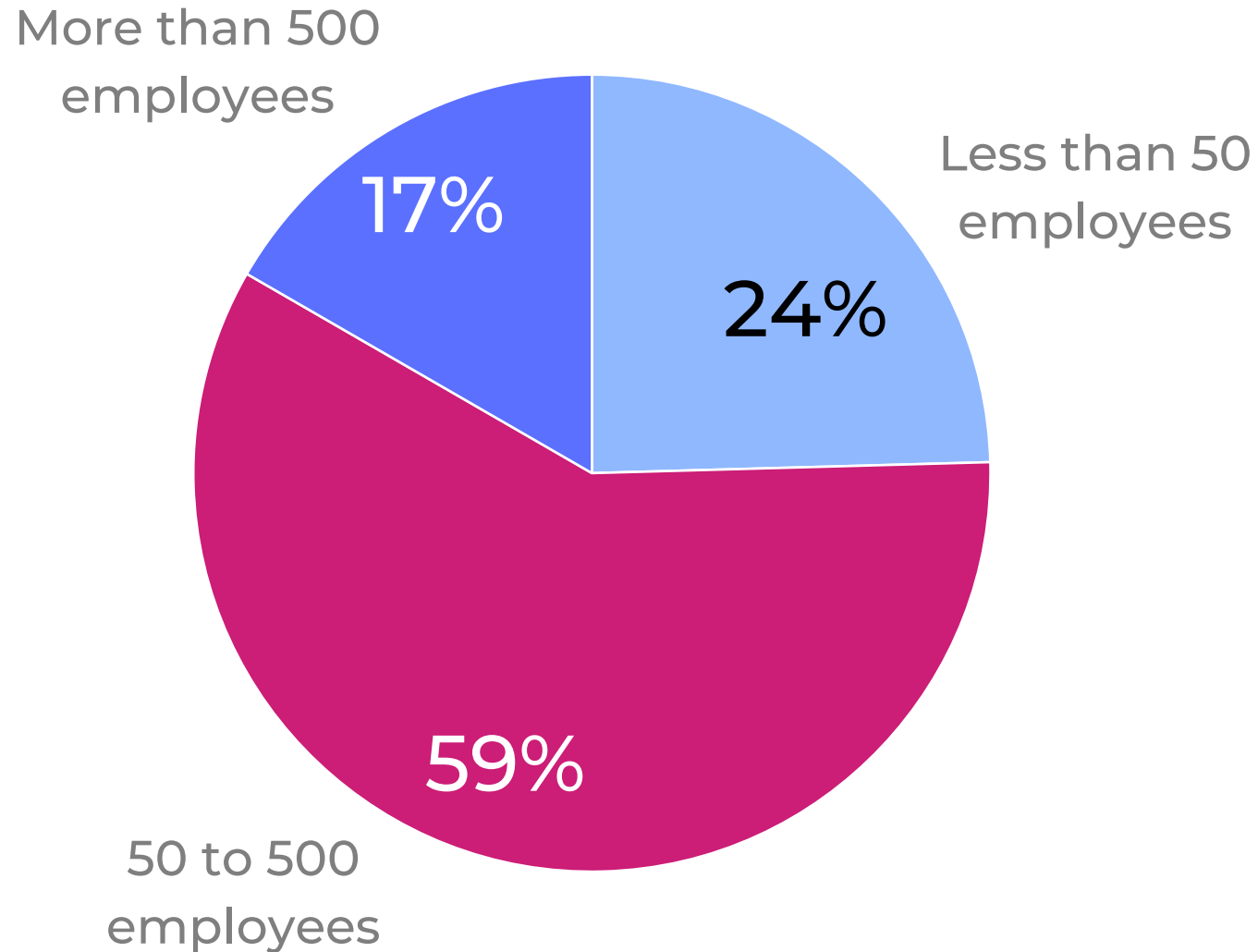
Graph is calculated using the data of 114 organizations.

Organizations by Sales Revenue



Graph is calculated using the data of 114 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 114 organizations.

List of Participating Organizations I



Business Services

Bazaarvoice UAB
Biomapas UAB
Concretus group UAB
Ernst & Young Baltic UAB
Nobia UAB
TRANSCOM WORLDWIDE VILNIUS UAB

Construction

Flexitgo UAB
HISK AB
YIT Lietuva UAB
KAEFER UAB
Kauno tiltai AB

Energy

Gren Lietuva UAB
Ignitis grupė AB

Financial services

Aon Baltic UADBB
Danske Bank AS Lietuvos filialas

GF bankas UAB
If P&C Insurance AS filialas
ILTE UAB
Luminor Bank AS Lietuvos skyrius
Marsh Lietuva UADBB
Nasdaq Vilnius Services UAB
NEO Finance AB
SEB bankas AB
Western Union Processing Lithuania UAB

Infrastructure

Kelių priežiūra AB

IT and Telecommunications

1stdibs.com Lithuania UAB
Accenture Lithuania UAB
Adeo Web UAB
Adform Lithuania UAB
Blue Solutions UAB
Bolt Services LT UAB
Centric IT Solutions Lithuania UAB
CGI Lithuania UAB

Dassault Systemes UAB
E-Bros UAB
Eskimi UAB
Evolution Lithuania UAB
Exacaster UAB
Flo Health LTU UAB
HOSTINGER operations UAB
Informacinių technologijų organizacija UAB
Insoft UAB
Intelligent Communications UAB
Iterato UAB
Markit Baltija UAB
Metasite Business Solutions UAB
NFQ Technologies UAB
PVcase UAB
Santa Monica Networks UAB
Shift4 Payments Lithuania UAB
Tele2 UAB
Tieto Lietuva UAB
Valantic LT UAB
Vinted UAB
Zenitechas UAB

List of Participating Organizations II



Media

AS Go3 Baltics

Lietuvos nacionalinis radijas ir televizija VŠĮ

Production

Allive Europe UAB

BOD Group UAB

Dematic Kaunas Dematic Limited Filialas

DG Dimense UAB

HELLA Lithuania UAB

Kalnapilio - Tauro grupė UAB

Kinze Europe UAB

Littelfuse LT UAB

NEO Group UAB

Novameta UAB

Peikko Lietuva UAB

RETAL Baltic Films UAB

RETAL Lithuania UAB

Roquette Amilina AB

Stora Enso Lietuva UAB

Svenheim UAB

Thermo Fisher Scientific Baltics UAB

Vita Baltic International UAB

voestalpine Railway Systems Lietuva UAB

Real Estate Management

BSP Asset Management LT UAB

Panorama LT UAB

Sales

ACC Distribution UAB

ALD Automotive UAB

AMBER Distribution Lithuania UAB

Amgen Switzerland AG Vilniaus Filialas

AOP Orphan Pharmaceuticals GmbH
atstovybė Baltijos šalims

Baltic Agro Machinery UAB

Berlin Chemie Menarini Baltic UAB

Circle K Lietuva UAB

Decathlon Lietuva UAB

Dubingiai UAB

ESSVE Lietuva UAB

Fakto autocentras UAB

Felit UAB

GL Pharma Vilnius UAB

IKI Lietuva UAB

KARCHER UAB

Kotryna Group UAB

Lidl Lietuva UAB

Linde Gas UAB

Medochemie Lithuania UAB

Miele SIA Lietuvos filialas

Rimi Lietuva UAB

Sandoz Pharmaceuticals D.d. Filialas

Servier Pharma UAB

Takeda UAB

Travel Retail Vilnius UAB

Vilandra UAB

Services

Lietuvos parodų ir kongresų centras

Litexpo UAB

Raminora UAB

SOL Baltics OU Lietuvos filialas

Užstato sistemos administratorius VŠĮ

List of Participating Organizations III



Transport and Logistics

Brink's Lithuania UAB

PLAY LITHUANIA UAB

Schenker UAB

Unlimited Carrier UAB

Other

COWI Lietuva UAB

Compensation Surveys 2025



- We welcome you to participate in this year's compensation surveys!
 - Lithuanian General Compensation Survey 2025 report is published in the end of August
 - Lithuanian Top Executive Compensation Survey 2025 report is ready in the end 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

- Satisfaction, motivation, organization culture surveys and equal pay expert analysis are carried out in accordance with the organizations needs.

Thank you for participating!

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Best wishes,
Figure Baltic Advisory