

Top Executive Compensation Survey 2025 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 2025
Figure Baltic Advisory UAB
Paupio g. 50
LT-11341 Vilnius
691 91863
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 2025 is the thirtieth 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 2025).

Sincerely,

Figure team

Summary 2025

**274**

organizations participated in The Top Executive Compensation Survey 2025.

**400**

employees' compensation information is analysed in the survey. 271 of them are chairmen of the executive board and 129 are members of the executive board.

**+5,5%**

is the average change in base salary for chairmen of the board. The average change in annual total cash was +8,5%.

**+5,6%**

is the average change in base salary for members of the board. The average change in annual total cash was +6,1%.

**59%**

of chairmen of the board have received an increase in monthly base salary, meanwhile, annual total cash has increased for 58% of chairmen of the board.

**62%**

of members of the board have received an increase in monthly base salary, meanwhile, annual total cash has increased for 68% of members of the board.

**+3,0%**

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 +2,2%.

**+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 +6,0%.



Table of Contents

Table of contents is as in the survey report and does not correspond to the current file.

Introduction.....	2
Summary 2025.....	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	32
Council Board.....	34
Monetary Compensation.....	37
Chairmen of Executive Boards, Salary Tables.....	39
Salaries of chairmen of executive boards by origin of capital.....	40
Salaries of chairmen of executive boards by number of employees	43
Salaries of chairmen of executive boards by sales revenue	47
Salaries of chairmen of executive boards by different business sector	51
Salaries of chairmen of executive boards by level	57
Members of Executive Boards, Salary Tables.....	63
Salaries of members of executive boards by origin of capital	64
Salaries of members of executive boards by number of employees	67
Salaries of members of executive boards by sales revenue.....	70
Salaries of members of executive boards by different business sector	73
Salaries of members of executive boards by work function.....	76
Salaries of members of executive boards by level.....	80
APPENDIX A - Terms.....	85
APPENDIX B – The List of Participating Organizations.....	87
APPENDIX C – The List of Participating Organizations by Business Sectors	91

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 271 chairmen and 129 members of the board from 274 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 October 2025.

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	Less than 51 employees	51-250 employees	251-500 employees	More than 500 employees	Total
No. of chairmen	76	108	39	48	271
Sales revenue	Under 5 million EUR	5-25 million EUR	25-100 million EUR	Over 100 million EUR	Total
No. of chairmen	48	95	63	65	271

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

No. of employees	Less than 51 employees	51-250 employees	251-500 employees	More than 500 employees	Total
No. of members of executive boards/ No. of organizations	12/8	62/26	19/7	36/8	129/49
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	6/3	30/16	27/11	66/19	129/49



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).

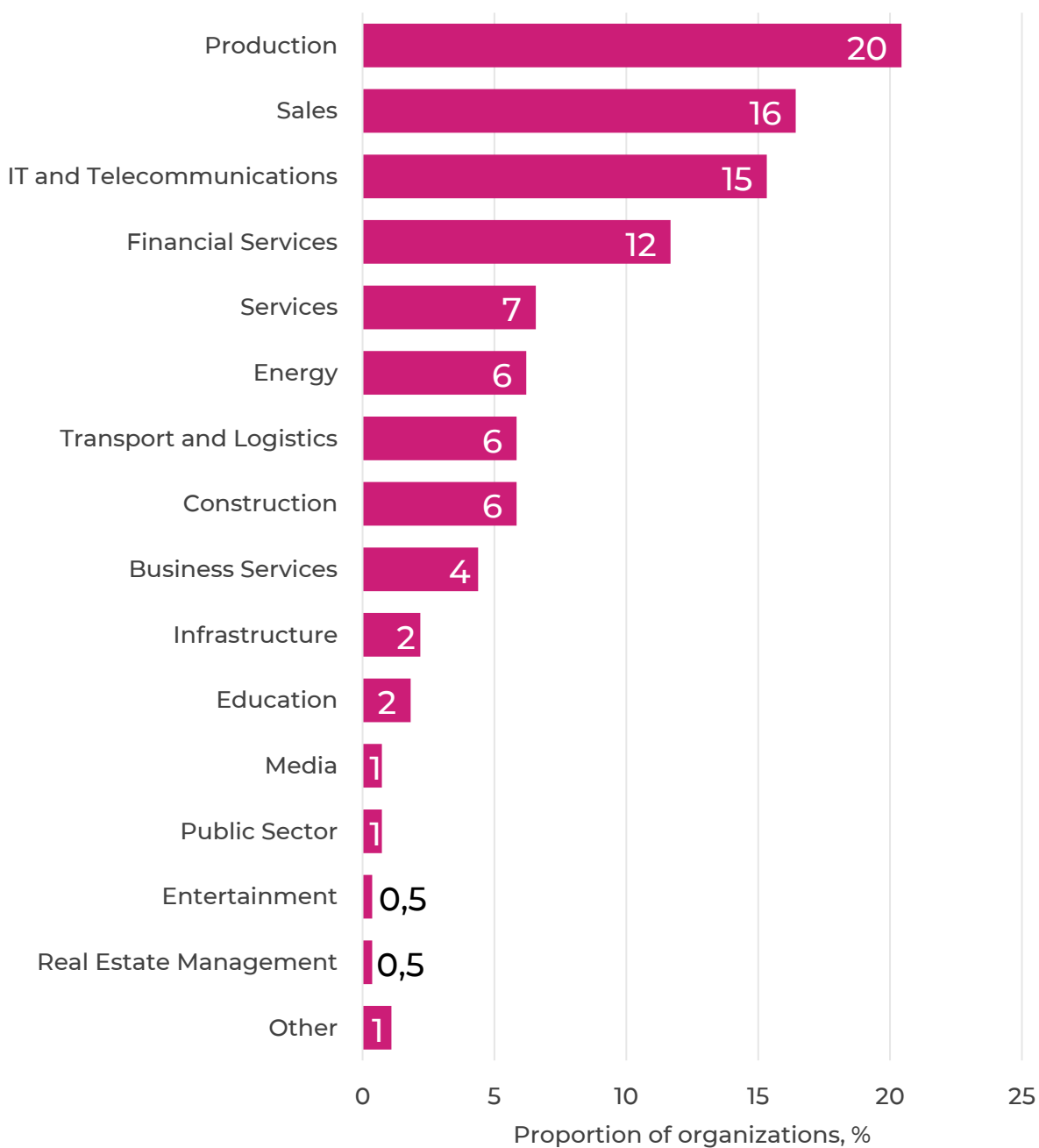
The terms used in this survey have been defined and explained here: see APPENDIX A - TERMS.



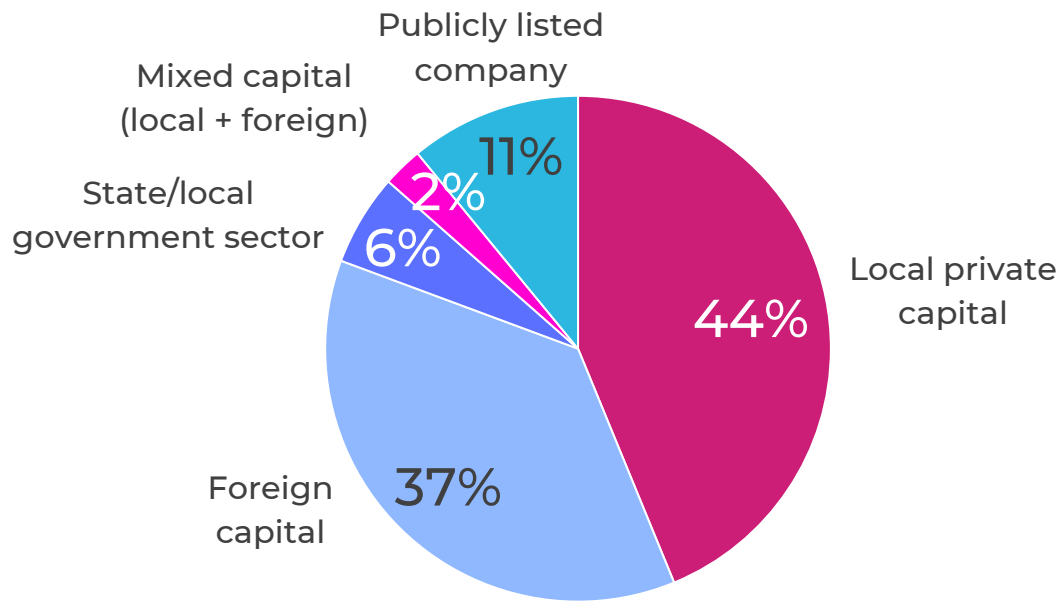
Description of Participating Organizations

271 chairmen and 129 members of executive boards from 274 organizations and/or groups participated in the survey.

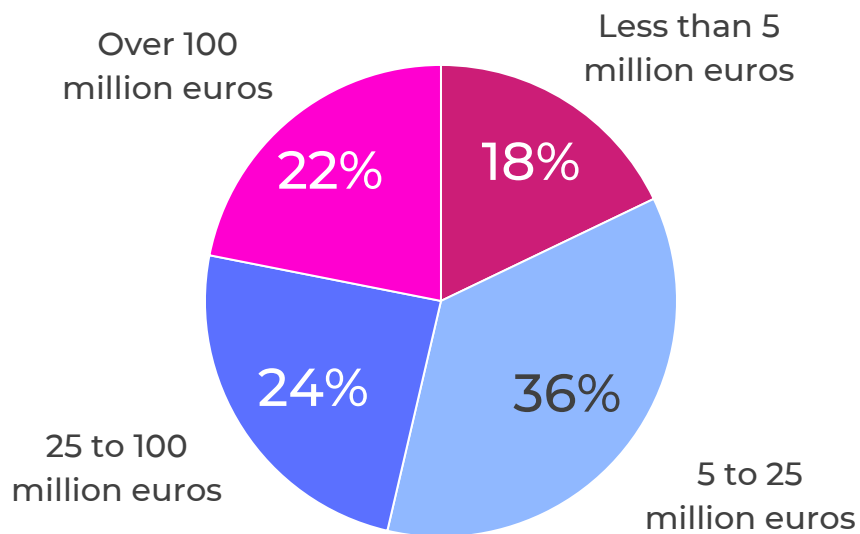
Graph 1. Organizations by field of activity



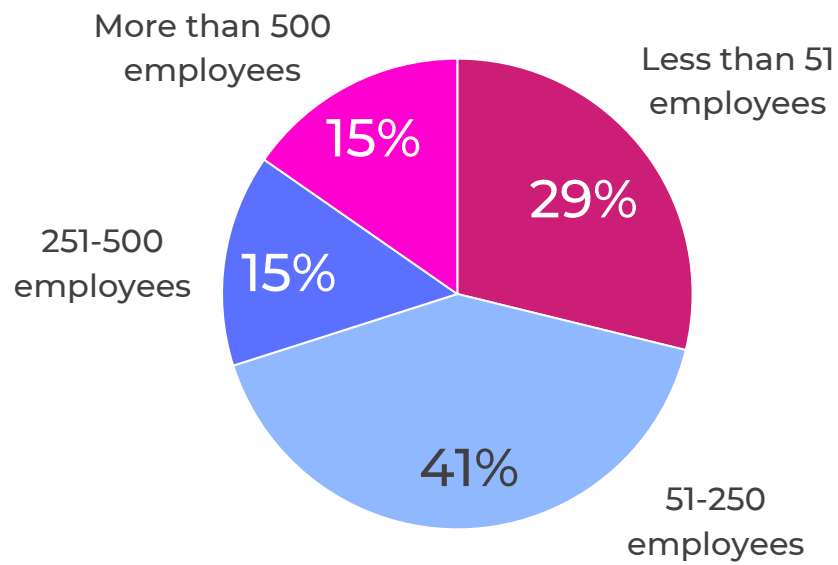
Graph is calculated using the data of 274 organizations.

Graph 2. Organizations by origin of capital

Graph is calculated using the data of 274 organizations.

Graph 3. Organizations by sales revenue/total assets

Graph is calculated using the data of 274 organizations.

**Graph 4. Organizations by number of employees**

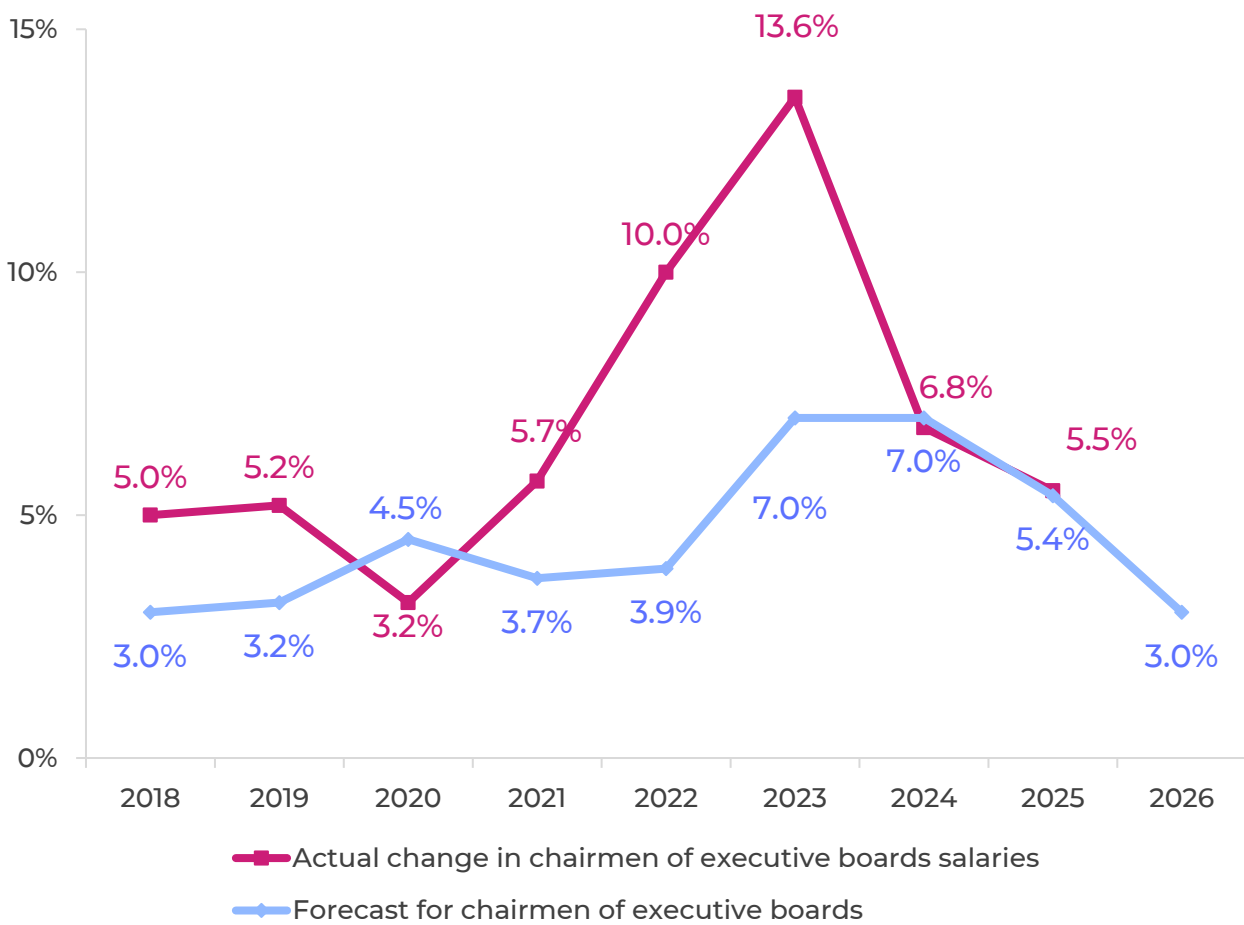
Graph is calculated using the data of 274 organizations.

Changes in Salary and Forecasts

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

This concerns 123 chairmen of board (45% of the chairmen of board who participated in the survey).

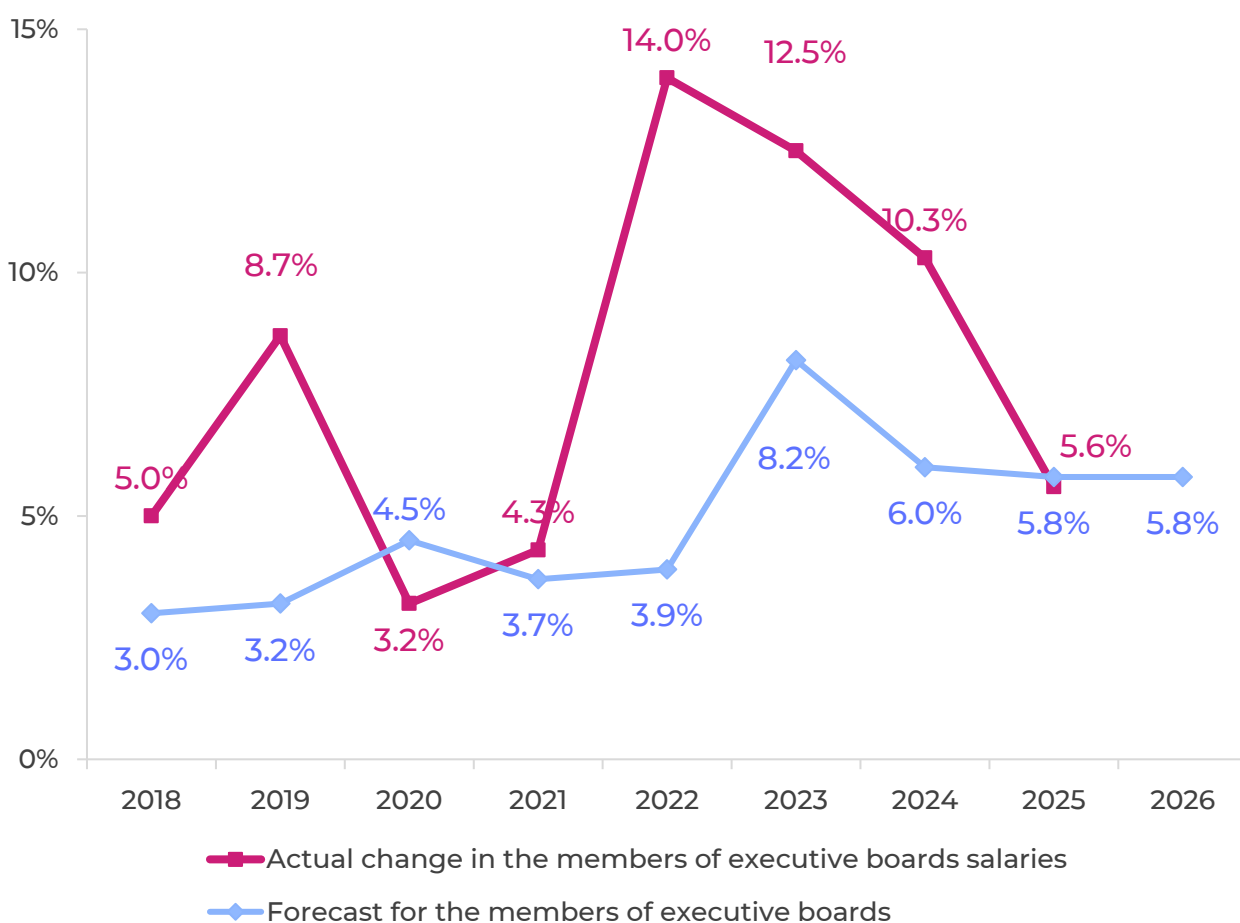
Graph 5. Comparison of forecast and actual change in base salary for chairmen of executive boards



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

This concerns 56 members of board (43% of the members of board who participated in the survey).

Graph 5. Comparison of forecast and actual change in 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 + Guaranteed Allowances + Short-term Incentives + Long-term Incentives = Annual Total Cash
- Short-term Incentives - Incentives paid out during period 01.10.2024-30.09.2025
- Long-term Incentives - Incentives earned during period 01.10.2024-30.09.2025 (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 221 chairmen of executive boards and 292 members of executive boards.

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

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	164/164	5 842	3 619	4 349	5 363	6 468	7 964
Guaranteed Allowances	9/9	7 075	-	1 945	6 950	10 162	-
Annual Base Salary	164/164	70 101	43 426	52 185	64 350	77 616	95 564
Sales Incentives	N/A	-	-	-	-	-	-
Variable Short-Term Incentives	102/102	15 635	3 690	5 586	11 481	16 945	29 573
Long-Term Calculated Incentives	22/22	19 966	4 200	7 767	13 700	29 588	45 264
Annual Total Cash	164/164	80 459	49 140	57 473	70 744	85 842	128 788
Proportion of Variable Salary	164/164	15%	0%	0%	13%	22%	33%
Variable Short-Term Incentives Target	33/33	24%	11%	20%	22%	25%	39%
Variable Short-Term Incentives Maximum	30/30	35%	20%	23%	32%	48%	52%
Monthly Base Salary Change	88/88	6%	0%	0%	5%	8%	11%
Annual Total Cash Change	86/86	8%	-7%	0%	6%	17%	29%
Organization Cars Monthly Expenses	74/77	700	450	560	670	780	950
NoE/NoO		The Frequency					
Organization Car %	85/85	52%					
Unlimited Organization Car Expenses	11/11	13%					

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	863	992	1131	1300
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	A & B								< 30	30 – 240	240 <
	A & B									< 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	863	992	1131
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 is also included here.
Annual base salary	Monthly total cash * 12 + guaranteed allowances.
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 paid out during period 01.10.2023-30.09.2024 (earned from previous periods). 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	Annual base salary + sales bonuses + 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. 1stdibs.com Lithuania UAB
2. ACE Logistics UAB
3. Achema AB
4. Achema Gas Trade UAB
5. Achempak UAB
6. Adeo Web UAB
7. Adroit UAB
8. Agmis UAB
9. Agrochema UAB
10. AKVATERA LT UAB
11. Alkesta UAB
12. All Media Lithuania UAB
13. Alter Domus Lithuania UAB
14. AMBER DISTRIBUTION LITHUANIA UAB
15. Antalis UAB
16. Aon Baltic UADBB
17. AOP Orphan Pharmaceuticals GmbH
atstovybė Baltijos šalims
18. APL Fresh Food UAB
19. APL RESTAURANTS AKR UAB
20. AS Inbank filialas
21. ASHBURN International UAB
22. AstraZeneca Lietuva UAB
23. Autobrava Motors UAB
24. Avitela Trade UAB
25. Avitelos prekyba UAB
26. Axioma Metering UAB
27. Axioma Trade UAB
28. BAA Training UAB
29. Baltic Amadeus UAB
30. Berlin Chemie Menarini Baltic UAB
31. Betono centras UAB
32. Betono Mozaika UAB
33. Bidfood Lietuva UAB
34. Bigbank AS filialas
35. Blue Solutions UAB
36. BOD Group UAB
37. BOD Lenses UAB
38. Bonava Lietuva UAB
39. BTA Baltic Insurance Company AAS filialas
Lietuvoje
40. Budrus sakalas UAB
41. cargoGO Logistics UAB
42. Caverion Lietuva UAB
43. Centric IT Solutions Lithuania UAB
44. Centrinis Klaipėdos terminalas UAB
45. CGI Lithuania UAB
46. Circle K Lietuva UAB
47. Citadele Leasing SIA Lietuvos filialas
48. City Service Cleaning UAB
49. City Service Engineering UAB
50. City Service SE
51. Concretus group UAB
52. ConnectPay UAB
53. Continental Automotive Lithuania UAB
54. COWI Lietuva UAB
55. Creditinfo Lietuva UAB
56. Danske Bank AS Lietuvos filialas
57. DAW Lietuva UAB
58. Decathlon Lietuva UAB
59. DHL Lietuva (Express)
60. DocLogix UAB
61. Dojus agro UAB
62. Dojus agro UAB Lietuvos filialas
63. DOJUS rental UAB
64. Draudimo brokerių aljansas UADBB



65. DriveWealth Lithuania UAB	102. Gren Lietuva UAB
66. DS Smith Packaging Lithuania UAB	103. Gren Švenčionys UAB
67. Dubingiai UAB	104. Gren Trakai UAB
68. EGIS Pharmaceuticals PLC atstovybė	105. Guru Pay UAB
69. Eglės sanatorija UAB	106. HISK AB
70. Ekspla UAB	107. If P&C Insurance AS filialas
71. Elektrobalt UAB	108. Ignalinos kredito unija
72. ELEKTRUM LIETUVA UAB	109. Ignitis UAB
73. Emtoservis UAB	110. YIT Lietuva UAB
74. Enefit Green UAB	111. ILTE UAB
75. Enefit UAB	112. Inchcape Auto UAB
76. Entafarma UAB	113. INHUS Construction UAB
77. EPSO-G UAB	114. INHUS Group UAB
78. Etronika UAB	115. INHUS Prefab UAB
79. EUROAPOTHECA UAB	116. INHUS UAB
80. Eurovia Lietuva AB	117. Insoft UAB
81. Exacaster UAB	118. Integris UAB
82. Fazer Lietuva UAB	119. Intelligent Communications UAB
83. Fegda grupė UAB	120. Inter Cars Lietuva UAB
84. Fegda UAB	121. Interactio UAB
85. Felit UAB	122. Iremas UAB
86. Filter UAB	123. ITAB Lithuania AB
87. Finansų bitė UAB	124. Iterato UAB
88. Finansų bitė verslui UAB	125. Jungtinė centrinė kredito unija
89. Fischer International UAB	126. Jupiter Bach Lietuva UAB
90. Fitek Lithuania UAB	127. Kaišiadorių paukštynas AB
91. Gaschema UAB	128. Kalnapilio - Tauro grupė UAB
92. Geležinkelio tiesimo centras UAB	129. Kauno arena UAB
93. GF bankas UAB	130. Kauno grūdai AB
94. Gjensidige ADB	131. Kauno technologijos universitetas
95. GL Pharma Vilnius UAB	132. Kauno tiltai AB
96. GO Vilnius VšĮ	133. Kelių priežiūra AB
97. Grand SPA Lietuva UAB	134. KIKA GROUP UAB
98. Greituolis UAB	135. KIKA LT UAB
99. Gren Akmenė UAB	136. Kika service centre UAB
100. Gren Joniškis UAB	137. Kilo grupė UAB
101. Gren Klaipėda UAB	138. Klaipėdos jūrų krovinių kompanija AB



139. Klaipėdos laivų remontas UAB	174. Omniva LT UAB
140. Klaipėdos pilies uostas UAB	175. Optomenas UAB
141. Knauf UAB	176. Orbio world UAB
142. Koncernas Achemos grupė UAB	177. Ovoko UAB
143. Kotryna Group UAB	178. Peikko Lietuva UAB
144. Kurana UAB	179. Penkių kontinentų komunikacijų centras UAB
145. Lidl Lietuva UAB	180. PERI UAB
146. Lietuvos geležinkeliai AB	181. Pet City klinika UAB
147. Lietuvos nacionalinis radijas ir televizija VŠĮ	182. Pfizer Luxembourg SARL filialas
148. Likmerė UAB	183. PHILIP MORRIS BALTIC UAB Administracija
149. LTG Cargo AB	184. Planas Chuliganas UAB
150. LTG Infra AB	185. Present Connection UAB
151. LTG Kompetencijų centras UAB	186. Prie Nevėžio UAB
152. LTG Link UAB	187. Raseinių kredito unija
153. LTP Texdan UAB	188. Renerga UAB
154. Magnum Medical UAB	189. RETAL Baltic Films UAB
155. Magnum Veterinarija UAB	190. RETAL Lithuania UAB
156. Malkų įlankos terminalas UAB	191. Rimi Lietuva UAB
157. Maneuver LT UAB	192. Rocket Software Lithuania UAB
158. Mano Bankas AB	193. Roquette Amilina UAB
159. Mano Būstas UAB	194. Ruptela UAB
160. Mars Lietuva UAB	195. Santa Monica Networks UAB
161. Marsh Lietuva UADBB	196. Sapiens Lithuania UAB
162. Medochemie Lithuania UAB	197. Saulės graža UAB
163. Metasite Business Solutions UAB	198. Scania Lietuva UAB
164. Mokesčių srautas UAB	199. Schindler-liftas UAB
165. Nacionalinis bilietų platintojas UAB	200. SEB bankas AB
166. NEO Finance AB	201. Serviso kontraktų centras UAB
167. NEO Group UAB	202. Siemens Mobility Oy Lietuvos filialas
168. Norway Registers Development AS Lietuvos filialas	203. SIROMED PHARMA UAB
169. Novian pro UAB	204. Skogran UAB
170. Novian systems UAB	205. SmartPosti UAB
171. Novo Nordisk Pharma UAB	206. Softera Baltic UAB
172. NRD Systems UAB	207. Soli Tek Cells UAB
173. OBDeleven UAB	208. Soli Tek R&D UAB



209. Solitekas LT UAB	237. UMP technika UAB
210. Sportai UAB	238. Unifiedpost UAB
211. SRP projektas UAB	239. Universalūs medžio produktai UAB
212. STADA Baltics UAB	240. Unlimited Carrier UAB
213. STEVILA Lietuvos ir Vokietijos UAB	241. Užmojai su garantijomis UAB
214. Stora Enso Packaging UAB	242. Užstato sistemos administratorius VšĮ
215. Storent UAB	243. Veho Lietuva UAB
216. StrongPoint UAB	244. Venipak Lietuva UAB
217. Svenheim UAB	245. Via Lietuva AB
218. Swedbank AB	246. Viada LT UAB
219. Swedbank Baltics	247. Vilandra UAB
220. Švyturys - Utenos alus UAB	248. Vilniaus Aidai UAB
221. Tamro UAB	249. Vilniaus apšvietimas UAB
222. Tarptautinės logistikos centras UAB	250. Vilniaus baldai AB
223. Telesoftas UAB	251. Vilniaus Degtinė UAB
224. Telia Global Services Lithuania UAB	252. Vilniaus pakuotė UAB
225. Telia Lietuva AB	253. Vilniaus paukštynas AB
226. Tęstinių mokymų centras UAB	254. Vilniaus universitetas
227. Teva Baltics UAB	255. Viltechmeda UAB
228. TG LAB UAB	256. Vita Baltic International UAB
229. Thermo Fisher Scientific Baltics UAB	257. voestalpine Railway Systems Lietuva UAB
230. Tilsta UAB	258. Volfas Engelman AB
231. Toksika UAB	259. Wargaming Vilnius UAB
232. Transachema UAB	260. Wilo Lietuva UAB
233. TRANSCOM WORLDWIDE VILNIUS UAB	261. Zanavykų bankelis kredito unija
234. Travel Retail Vilnius UAB	262. Zenitechas UAB
235. Turto bankas VĮ	263. ZIGO Tech UAB
236. Ukmergės gelžbetonis UAB	



APPENDIX C – The List of Participating Organizations by Business Sectors

Business Services (11)

Blue Solutions UAB
Concretus group UAB
EUROAPOTHECA UAB
INHUS Group UAB
Kauno arena UAB
Kika service centre UAB
Klaipėdos laivų remontas UAB
Klaipėdos pilies uostas UAB
LTG Kompetencijų centras UAB
Planas Chuliganas UAB
TRANSCOM WORLDWIDE VILNIUS UAB

Construction (15)

Bonava Lietuva UAB
Caverion Lietuva UAB
DAW Lietuva UAB
Eurovia Lietuva AB
Fegda grupė UAB
Fegda UAB
HISK AB
YIT Lietuva UAB
INHUS Construction UAB
INHUS UAB
Kauno tiltai AB
PERI UAB
SRP projektas UAB
Tilsta UAB
Vilniaus apšvietimas UAB

Education (5)

BAA Training UAB
Kauno technologijos universitetas
Mokesčių srautas UAB
Tęstinių mokymų centras UAB
Vilniaus universitetas

Energy (14)

Achema Gas Trade UAB
ELEKTRUM LIETUVA UAB
Enefit Green UAB
Enefit UAB
EPSO-G UAB
Gren Akmenė UAB
Gren Joniškis UAB
Gren Klaipėda UAB
Gren Lietuva UAB
Gren Švenčionys UAB
Gren Trakai UAB
Ignitis UAB
Renerga UAB
Saulės grąža UAB

Entertainment (1)

Nacionalinis bilietų platintojas UAB



Finance and insurance (31)

Alter Domus Lithuania UAB
Aon Baltic UADBB
AS Inbank filialas
Bigbank AS filialas
BTA Baltic Insurance Company AAS filialas Lietuvoje
Citadele Leasing SIA Lietuvos filialas
ConnectPay UAB
Creditinfo Lietuva UAB
Danske Bank AS Lietuvos filialas
Draudimo brokerių aljansas UADBB
DriveWealth Lithuania UAB
Finansų bitė UAB
Finansų bitė verslui UAB
Fitek Lithuania UAB
GF bankas UAB
Gjensidige ADB
Guru Pay UAB
If P&C Insurance AS filialas
Ignalinos kredito unija
ILTE UAB
Jungtinė centrinė kredito unija
Maneuver LT UAB
Mano Bankas AB
Marsh Lietuva UADBB
NEO Finance AB
Raseinių kredito unija
SEB bankas AB
Swedbank AB
Swedbank Baltics
Unifiedpost UAB
Zanavykų bankelis kredito unija

Infrastructure (5)

Alkesta UAB
Geležinkelio tiesimo centras UAB
Kelių priežiūra AB
LTG Infra AB
Via Lietuva AB

IT and telecommunication (41)

1stdibs.com Lithuania UAB
Adeo Web UAB
Adroiti UAB
Agmis UAB
ASHBURN International UAB
Baltic Amadeus UAB
Centric IT Solutions Lithuania UAB
CGI Lithuania UAB
DocLogix UAB
Etronika UAB
Exacaster UAB
Greituolis UAB
Insoft UAB
Integris UAB
Intelligent Communications UAB
Interactio UAB
Iterato UAB
Kilo grupė UAB



Metasite Business Solutions UAB
 Norway Registers Development AS Lietuvos filialas
 Novian pro UAB
 Novian systems UAB
 NRD Systems UAB
 OBDeleven UAB
 Orbio world UAB
 Ovoko UAB
 Penkių kontinentų komunikacijų centras UAB
 Present Connection UAB
 Rocket Software Lithuania UAB
 Ruptela UAB
 Santa Monica Networks UAB
 Sapiens Lithuania UAB
 Softera Baltic UAB
 Sportai UAB
 StrongPoint UAB
 Telesoftas UAB
 Telia Global Services Lithuania UAB
 Telia Lietuva AB
 TG LAB UAB
 Wargaming Vilnius UAB
 Zenitechas UAB

Media (2)

All Media Lithuania UAB
 Lietuvos nacionalinis radijas ir televizija VŠĮ

Production (54)

Achema AB
 Achempak UAB
 AKVATERA LT UAB
 Axioma Metering UAB
 Axioma Trade UAB
 Betono centras UAB
 Betono Mozaika UAB
 BOD Group UAB
 BOD Lenses UAB
 Continental Automotive Lithuania UAB
 DS Smith Packaging Lithuania UAB
 Ekspla UAB
 Fischer International UAB
 Gaschema UAB
 INHUS Prefab UAB
 Iremas UAB
 ITAB Lithuania AB
 Jupiter Bach Lietuva UAB
 Kaišiadorių paukštynas AB
 Kalnapilio - Tauro grupė UAB
 Kauno grūdai AB
 Knauf UAB
 Kurana UAB
 Likmerė UAB
 LTP Texdan UAB
 NEO Group UAB
 Optomenas UAB
 Peikko Lietuva UAB
 Prie Nevėžio UAB
 RETAL Baltic Films UAB
 RETAL Lithuania UAB



Roquette Amilina UAB
Skogran UAB
Soli Tek Cells UAB
Soli Tek R&D UAB
Solitekas LT UAB
STEVILA Lietuvos ir Vokietijos UAB
Stora Enso Packaging UAB
Svenheim UAB
Švyturys - Utenos alus UAB
Thermo Fisher Scientific Baltics UAB
Ukmergės gelžbetonis UAB
UMP technika UAB
Universalūs medžio produktai UAB
Užmojai su garantijomis UAB
Vilniaus baldai AB
Vilniaus Degtinė UAB
Vilniaus pakuotė UAB
Vilniaus paukštynas AB
Viltechmeda UAB
Vita Baltic International UAB
voestalpine Railway Systems Lietuva UAB
Volfas Engelman AB
ZIGO Tech UAB

Public Sector (1)

GO Vilnius VšĮ

Real estate management (1)

Turto bankas VĮ

Sales (45)

Agrochema UAB
AMBER DISTRIBUTION LITHUANIA UAB
Antalis UAB
AOP Orphan Pharmaceuticals GmbH atstovybė Baltijos šalims
AstraZeneca Lietuva UAB
Autobrava Motors UAB
Avitela Trade UAB
Avitelos prekyba UAB
Berlin Chemie Menarini Baltic UAB
Bidfood Lietuva UAB
Circle K Lietuva UAB
Decathlon Lietuva UAB
Dojus agro UAB
Dojus agro UAB Lietuvos filialas
Dubingiai UAB
EGIS Pharmaceuticals PLC atstovybė
Elektrobalt UAB
Entafarma UAB
Fazer Lietuva UAB
Felit UAB
GL Pharma Vilnius UAB
Inchcape Auto UAB
Inter Cars Lietuva UAB
KIKA GROUP UAB
KIKA LT UAB
Kotryna Group UAB
Lidl Lietuva UAB
Magnum Medical UAB
Magnum Veterinarija UAB



Mars Lietuva UAB
 Medochemie Lithuania UAB
 Novo Nordisk Pharma UAB
 Pfizer Luxembourg SARL filialas
 Rimi Lietuva UAB
 Scania Lietuva UAB
 SIROMED PHARMA UAB
 STADA Baltics UAB
 Tamro UAB
 Teva Baltics UAB
 Travel Retail Vilnius UAB
 Veho Lietuva UAB
 Viada LT UAB
 Vilandra UAB
 Vilniaus Aidai UAB
 Wilo Lietuva UAB

Services (18)

APL Fresh Food UAB
 APL RESTAURANTS AKR UAB
 Budrus sakalas UAB
 City Service Cleaning UAB
 City Service Engineering UAB
 City Service SE
 DOJUS rental UAB
 Eglės sanatorija UAB
 Emtoservis UAB
 Filter UAB
 Grand SPA Lietuva UAB
 Mano Būstas UAB
 PHILIP MORRIS BALTIC UAB Administracija
 Schindler-liftas UAB
 Serviso kontraktų centras UAB
 Storent UAB
 Toksika UAB
 Užstato sistemos administratorius VšĮ

Transport and logistics (16)

ACE Logistics UAB
 cargoGO Logistics UAB
 Centrinis Klaipėdos terminalas UAB
 DHL Lietuva (Express)
 Klaipėdos jūrų krovinių kompanija AB
 Lietuvos geležinkeliai AB
 LTG Cargo AB
 LTG Link UAB
 Malkų įlankos terminalas UAB
 Omniva LT UAB
 Siemens Mobility Oy Lietuvos filialas
 SmartPosti UAB
 Tarptautinės logistikos centras UAB
 Transachema UAB
 Unlimited Carrier UAB
 Venipak Lietuva UAB

Other (3)

COWI Lietuva UAB
 Koncernas Achemos grupė UAB
 Pet City klinika UAB

Figure Baltic Advisory

© Figure 2025. All rights reserved.