

Top Executive Compensation Survey 2022 Lithuania - Summary

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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 2022 is the ninth 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 to 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 2022).

Sincerely,

Povilas Blusius, Evelina Maškalaite, Mantas Anskaitis



Talent and Salary

How to find perfect balance between hopes and possibilities?

How to value talent in numbers?

What is the... adequate value of the priceless?

Find the answers in Compensation Survey by Figure Baltic Advisory

Talent and Organization

Do we fit together?

Do we speak the same language?

Are we in our own element?

Find the answers in Organization Culture Survey by Figure Baltic Advisory

The survey is created in cooperation with Tallinn University

Talent and Satisfaction

Are the talents satisfied and dedicated?

What is the relation between results and feelings?

How humane is the working environment and the organization?

Find the answers in Employee Satisfaction Survey by Figure Baltic Advisory

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Summary

Sample

The Top Executive Compensation Survey 2022 sample includes data from 184 different organizations with **172 chairmen of the executive board** and **104 members of the executive board**.

42% of the sample is the same as last year, 58% of the organizations are new participants.

Compensation Changes

The average change in base salary for 2022 for chairmen of the board was **10%**. Base salary increased for 92% of chairmen of the board. The average change in annual total cash was on average **13%** with annual total cash increasing for 92% of chairmen of the board.

For chairmen of the board the average changes in base salary were 4,8 percentage point higher and in annual total cash 6,9 percentage point higher than last year.

For members of the board, the average change in base salary was **14%**. Base salary increased for 91% of members of the board. The average change in annual total cash was on average **15%** with annual total cash increasing for 89% of members of the board.

For members of the board the average changes in base salary were 8,2 percentage point higher and in annual total cash 9,8 percentage point higher than last year.

Forecasted Compensation Changes

For next year, chairmen of the board forecast on average 7,0% change for base salary and 6,3% for annual total cash (median values 7% and 5%)

The forecasts for members of the board are on average 8,2% change for base salary and 8,1% for annual total cash (median values 7% and 7%).



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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 172 chairmen and 104 members of the board from 184 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 2022.

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** –). 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	45	78	22	27	172
Sales revenue	Under 5 million EUR	5-25 million EUR	25-100 million EUR	Over 100 million EUR	Total
No. of chairmen	44	73	33	22	172

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	23/15	41/21	16/5	24/7	104/47
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	27/14	28/16	13/6	36/11	104/47



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

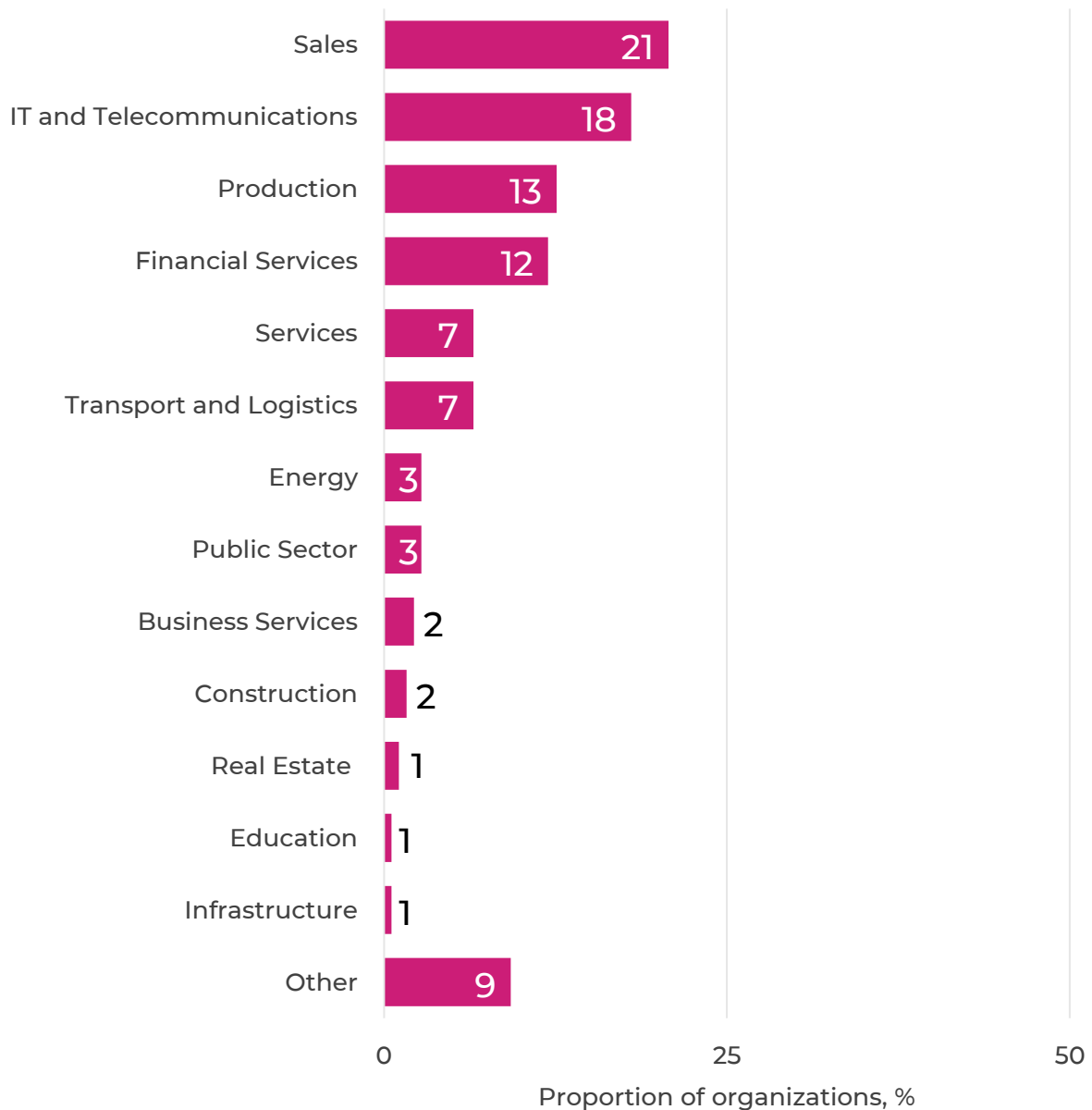
When making salary comparisons it is recommended to review the results of all different salary tables (origin of capital, number of employees, sales revenue, field of activity, level and function - for members of the board).

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

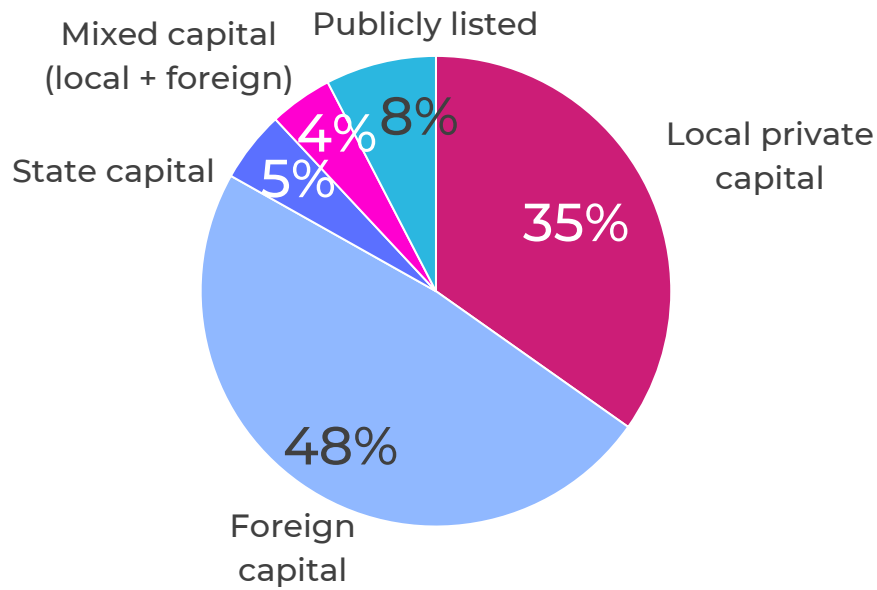
Description of Participating Organizations

172 chairmen and 104 members of executive boards from 184 organizations and/or groups participated in the survey.

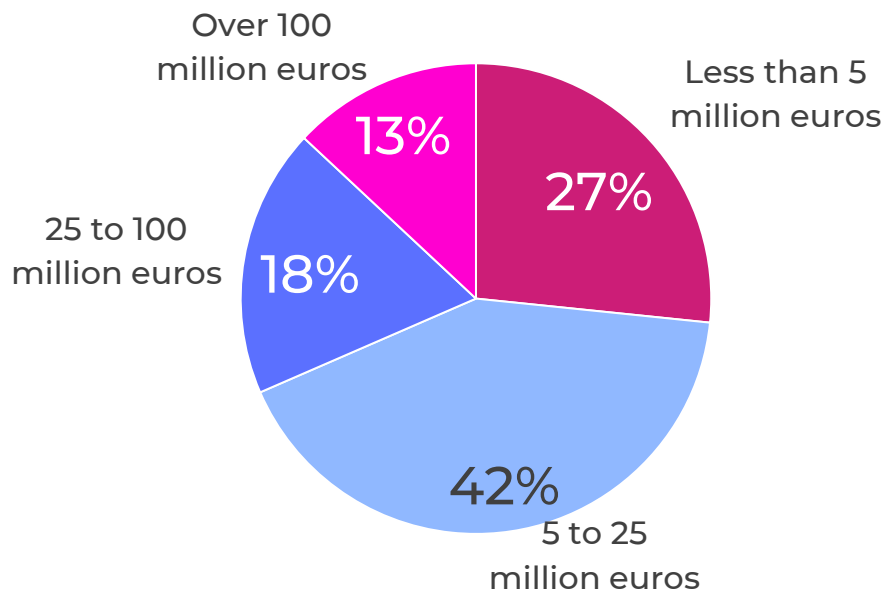
Graph 1. Organizations by field of activity



Graph is calculated using the data of 184 organizations.

**Graph 2. Organizations by origin of capital**

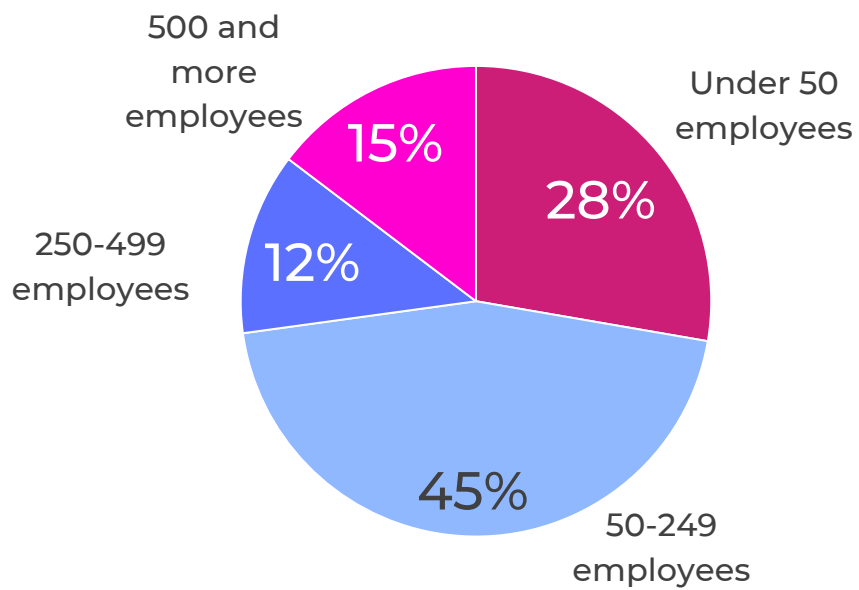
Graph is calculated using the data of 184 organizations.

Graph 3. Organizations by sales revenue/total assets

Graph is calculated using the data of 184 organizations.



Graph 4. Organizations by number of employees



Graph is calculated using the data of 184 organizations.

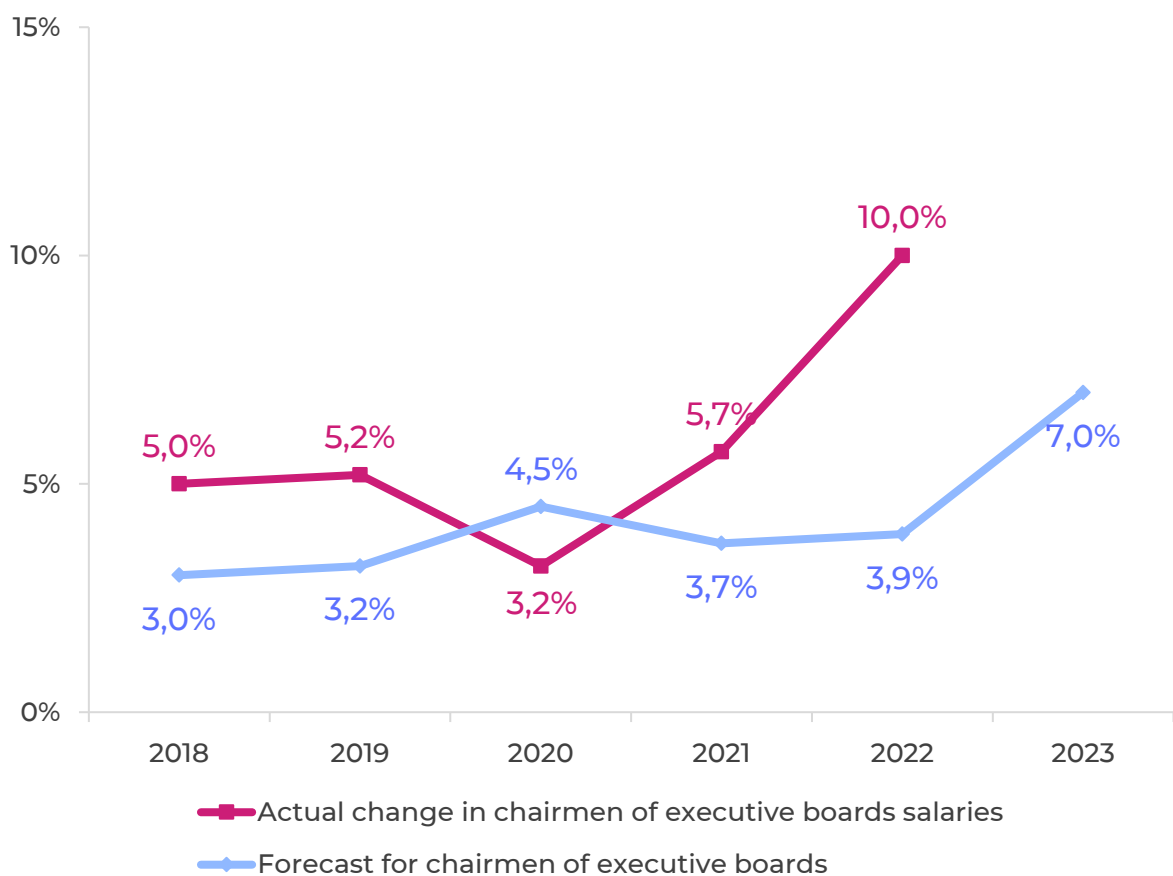


Changes in Salary and Forecasts

Changes in salary are calculated, if 2021 salary data was provided for the executives.

This concerns 71 chairmen of board (41% 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



*From 2018 to 2022 forecasted salary changes reflect the overall change in Top Executive/ Board Member salaries together

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 –)** - 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 –)**.



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

- Monthly Base Salary + Monthly Board Member Remuneration = Monthly Total Cash
- Monthly Total Cash *12 + Short-term Incentives + Long-term Incentives = Annual Total Cash
- Short-term Incentives - Incentives paid out during period 01.10.2021-30.09.2022
- Long-term Incentives - Incentives earned during period 01.10.2021-30.09.2022 (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 172 chairmen of executive boards and 104 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	83	6 574	4 142	5 467	6 098	7 456	8 723
Guaranteed Allowances	10	800	350	500	700	900	1 000
Annual Base Salary	83	80 267	49 427	61 426	73 526	91 382	103 627
Statutory Allowances	6	1 000	-	-	900	-	-
Variable Short-Term Incentives	47	15 349	1 230	6 893	13 627	18 637	21 937
Long-Term Calculated Incentives	7	-	1 378	2 638	6 127	11 028	-
Annual Total Cash	83	116 273	51 728	68 926	98 283	123 239	139 012
Proportion of Variable Salary	83	6%	0%	1%	4%	8%	13%
Variable Short-Term Incentives Target	20	15%	5%	8%	12%	18%	25%
Variable Short-Term Incentives Maximum	18	28%	12%	19%	25%	36%	43%
Monthly Base Salary Change	35	7%	1%	3%	6%	9%	12%
Annual Total Cash Change	42	9%	2%	6%	7%	12%	18%
Organization Cars Monthly Expenses	25	927	239	570	823	1 089	1 362

NB! The salary numbers in the table are fictitious.



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 01.10.2021-30.09.2022. 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 01.10.2021-30.09.2022 (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. ABB UAB
2. AbbVie UAB
3. ACE Logistics UAB
4. Aciety UAB
5. ACO Nordic UAB
6. Ad Fingers UAB
7. Adform Lithuania UAB
8. Agoratas UAB
9. AJ Kalvarija UAB
10. Akzo Nobel Baltics UAB
11. Allive Europe UAB
12. Alwark UAB
13. Aon Baltic UADBB
14. Asseco Lietuva UAB
15. Astorija Hotel UAB
16. AstraZeneca Lietuva UAB
17. Avalanche Lithuania UAB
18. Avesco Lithuania UAB
19. Balcia Insurance SE Lietuvos filialas
20. Baltic Agro Machinery UAB
21. Baltic Amadeus UAB
22. Berlin Chemie Menarini Baltic UAB
23. Betonika UAB
24. Bigbank AS filialas
25. Biomapas UAB
26. Bionorica Lithuania UAB
27. BMI GBS UAB
28. BOD Lenses UAB
29. Brink's Lithuania UAB
30. BTA Baltic Insurance Company AAS filialas Lietuvoje
31. CASPIAN LOGISTICS UAB
32. Centric IT Solutions Lithuania UAB
33. CGI Lithuania UAB
34. Cyan Blue Odds LT UAB
35. City Service Engineering UAB
36. City Service SE
37. Cognizant Technology Solutions Lithuania UAB
38. Connectpay UAB
39. Cowi Lietuva UAB
40. Credit Service UAB / 4Finance IT
41. CUJO Baltic UAB
42. Dana Lithuania UAB
43. Danske Bank AS Lietuvos filialas
44. Deloitte Lietuva UAB
45. Dematic Kaunas Dematic Limited Filialas
46. Devbridge LT UAB
47. DocLogix UAB
48. Dojus agro UAB
49. Dojus agro UAB Lietuvos filialas
50. DPD Lietuva UAB
51. DS Smith Packaging Lithuania UAB
52. Egis Pharmaceuticals Plc Atstovybė
53. Eglės sanatorija AB
54. Elektrum Lietuva UAB
55. Enefit UAB
56. Euromonitor International - Eastern Europe UAB
57. Eurovaistinė UAB
58. Eurovia Lietuva AB
59. Exacaster UAB
60. Fazer Lietuva UAB
61. Flexitgo UAB
62. FRANMAX UAB
63. Futbolo klubas "Kauno Žalgiris" VšĮ
64. Inno Line UAB
65. Gjensidige ADB
66. GLASS LT UAB
67. Go Vilnius VšĮ
68. GO-ERP UAB
69. GoSystems UAB
70. Gren Lietuva UAB
71. HAVI Logistics UAB
72. Yara Lietuva UAB
73. If P&C Insurance AS filialas
74. Ignitis UAB
75. YIT Lietuva UAB
76. Informacinių technologijų organizacija UAB
77. Innovo logistika UAB
78. Intelligent Communications UAB
79. Interactio UAB
80. IPF Digital Lietuva UAB
81. Itella Logistics UAB
82. Johnson & Johnson UAB
83. Joldija UAB
84. Juvare Lithuania UAB
85. Kalnapilio - Tauro grupė UAB
86. Kamida Services UAB
87. Kamida UAB
88. KARCHER UAB
89. Kauno arena UAB
90. Kauno baldai AB
91. Kelių priežiūra AB
92. Kempingas slėnyje UAB
93. Kevin EU UAB
94. Kilo Grupė UAB
95. Kinze Europe UAB
96. Klaipėdos baldai AB
97. Klovima UAB
98. Knauf UAB
99. Kotryna Group UAB
100. Krasta Auto UAB
101. Lietuvos centrinė kredito unija
102. Lietuvos oro uostai VĮ
103. Limedika UAB
104. Lindstrom UAB
105. Magnum Veterinarija UAB



- | | |
|--|---|
| 106. Mandatum Life Insurance Company Limited Lietuvos filialas | 147. Soli Tek cells UAB |
| 107. Mano Būstas LT UAB | 148. Somi UAB |
| 108. MarkIT Baltija UAB | 149. SSF UAB |
| 109. Marsh Lietuva UADBB | 150. Stora Enso Lietuva UAB |
| 110. Maxima LT UAB | 151. Stora Enso Packaging UAB |
| 111. Mida LT UAB | 152. StrongPoint UAB |
| 112. Mylan Healthcare UAB | 153. Studio Moderna UAB |
| 113. Milviteka UAB | 154. Swedbank AB |
| 114. MobilePay A/S Lietuvos filialas | 155. Šatrija AB |
| 115. Moller Auto UAB | 156. Šilutės baldai AB |
| 116. NFQ Technologies UAB | 157. Švyturys - Utenos alus UAB |
| 117. Novartis Baltics SIA Lietuvos filialas | 158. Takeda UAB |
| 118. Novo Nordisk Pharma UAB | 159. Telesoftas UAB |
| 119. Omniva LT UAB | 160. Telia Global Services Lithuania UAB |
| 120. ONNINEN UAB | 161. Teva Baltics UAB |
| 121. OP Corporate Bank plc Lietuvos filialas | 162. Transcom Worldwide Vilnius UAB |
| 122. OpSec Online UAB | 163. Travel Retail Vilnius UAB |
| 123. Orion Global Pet UAB | 164. Tribe Payments UAB |
| 124. Orivas UAB | 165. TRINITI JUREX, advokatų profesinė bendrija |
| 125. IKI Lietuva UAB | 166. Turto bankas VĮ |
| 126. Pfizer Luxembourg SARL filialas | 167. Unifiedpost UAB |
| 127. Philip Morris Lietuva UAB | 168. Unlimited Carrier UAB |
| 128. Puratos Lithuania UAB | 169. Utenos trikotažas AB |
| 129. PVcase UAB | 170. Užimtumo tarnyba prie Lietuvos Respublikos socialinės apsaugos ir darbo ministerijos |
| 130. Radas UAB | 171. Valoe Cells UAB |
| 131. Rytų Europos studijų centras VŠĮ | 172. Venipak Lietuva UAB |
| 132. Robotex UAB | 173. Viešųjų investicijų plėtros agentūra UAB |
| 133. Roche Lietuva UAB | 174. Vilniaus apšvietimas UAB |
| 134. Rocket Software Lithuania UAB | 175. Vilniaus atliekų sistemos administratorius SĮ |
| 135. Roquette Amilina AB | 176. Vilniaus augma UAB |
| 136. Sakret LT UAB | 177. Vilniaus universitetas |
| 137. Sandoz Pharmaceuticals d.d. filialas | 178. Vilniaus viešasis transportas UAB |
| 138. Santa Monica Networks UAB | 179. Viltechmeda UAB |
| 139. SBA Competence and Service Center UAB | 180. Vinted UAB |
| 140. SBA Grupė UAB | 181. Visagino linija UAB |
| 141. SBA Home UAB | 182. Volvo Lietuva UAB |
| 142. SBA Urban UAB | 183. Wargaming Vilnius UAB |
| 143. Scandagra UAB | 184. WILO Lietuva UAB |
| 144. SEB bankas AB | |
| 145. Shift4 Payments Lithuania UAB | |
| 146. Siemens Mobility Oy Lietuvos filialas | |



APPENDIX C – The List of Participating Organizations by Business

Sectors

Business Services (4)

Biomapas UAB
 BMI GBS UAB
 Kamida Services UAB
 TRINITI JUREX, advokatų profesinė bendrija

Construction (3)

Eurovia Lietuva AB
 Flexitgo UAB
 YIT Lietuva UAB

Education (1)

Vilniaus universitetas

Energy (5)

Elektrum Lietuva UAB
 Enefit UAB
 Gren Lietuva UAB
 Ignitis UAB
 Vilniaus apšvietimas UAB

Finance and insurance (22)

Aon Baltic UADBB
 Balcia Insurance SE Lietuvos filialas
 Bigbank AS filialas
 BTA Baltic Insurance Company AAS filialas Lietuvoje
 Cognizant Technology Solutions Lithuania UAB
 Connectpay UAB
 Credit Service UAB / 4Finance IT
 Dana Lithuania UAB
 Danske Bank AS Lietuvos filialas
 Deloitte Lietuva UAB
 Gjensidige ADB
 GoSystems UAB
 If P&C Insurance AS filialas
 IPF Digital Lietuva UAB
 Kevin EU UAB
 Lietuvos centrinė kredito unija
 Mandatum Life Insurance Company Limited Lietuvos filialas
 Marsh Lietuva UADBB
 OP Corporate Bank plc Lietuvos filialas
 SEB bankas AB
 Swedbank AB
 Viešųjų investicijų plėtros agentūra UAB

Infrastructure (1)

Kelių priežiūra AB



IT and telecommunication (35)

Aciety UAB
Ad Fingers UAB
Adform Lithuania UAB
Asseco Lietuva UAB
Avalanche Lithuania UAB
Baltic Amadeus UAB
Centric IT Solutions Lithuania UAB
CGI Lithuania UAB
Cyan Blue Odds LT UAB
CUJO Baltic UAB
Devbridge LT UAB
DocLogix UAB
Exacaster UAB
FRANMAX UAB
GO-ERP UAB
Informacinių technologijų organizacija UAB
Intelligent Communications UAB
Interactio UAB
Juvare Lithuania UAB
Kilo Grupė UAB
MarkIT Baltija UAB
MobilePay A/S Lietuvos filialas
NFQ Technologies UAB
OpSec Online UAB
PVcase UAB
Rocket Software Lithuania UAB
Santa Monica Networks UAB
Shift4 Payments Lithuania UAB
StrongPoint UAB
Telesoftas UAB
Telia Global Services Lithuania UAB
Tribe Payments UAB
Unifiedpost UAB
Vinted UAB
Wargaming Vilnius UAB

Production (25)

ABB UAB
AJ Kalvarija UAB
Allive Europe UAB
Betonika UAB
BOD Lenses UAB
Dojus agro UAB Lietuvos filialas
DS Smith Packaging Lithuania UAB
Fazer Lietuva UAB
GLASS LT UAB
Joldija UAB
Kinze Europe UAB
Knauf UAB



Mida LT UAB
 Milviteka UAB
 Orion Global Pet UAB
 Philip Morris Lietuva UAB
 Roquette Amilina AB
 Sakret LT UAB
 Soli Tek cells UAB
 SSF UAB
 Stora Enso Lietuva UAB
 Stora Enso Packaging UAB
 Švyturys - Utenos alus UAB
 Valoe Cells UAB
 Viltechmeda UAB

Public Sector (5)

Go Vilnius VšĮ
 Rytų Europos studijų centras VšĮ
 Turto bankas VĮ
 Užimtumo tarnyba prie Lietuvos Respublikos socialinės apsaugos ir darbo ministerijos
 Vilniaus atliekų sistemos administratorius SĮ

Real Estate (2)

Futbolo klubas "Kauno Žalgiris" VšĮ
 Kauno arena UAB

Sales (40)

AbbVie UAB
 ACO Nordic UAB
 Agoratas UAB
 Akzo Nobel Baltics UAB
 Alwark UAB
 AstraZeneca Lietuva UAB
 Avesco Lithuania UAB
 Baltic Agro Machinery UAB
 Berlin Chemie Menarini Baltic UAB
 Bionorica Lithuania UAB
 Dojus agro UAB
 Eurovaistinė UAB
 Johnson & Johnson UAB
 KARCHER UAB
 Klovima UAB
 Kotryna Group UAB
 Krasta Auto UAB
 Limedika UAB
 Magnum Veterinarija UAB
 Maxima LT UAB
 Mylan Healthcare UAB
 Moller Auto UAB
 Novartis Baltics SIA Lietuvos filialas
 Novo Nordisk Pharma UAB
 ONNINEN UAB
 Orivas UAB



IKI Lietuva UAB
Pfizer Luxembourg SARL filialas
Puratos Lithuania UAB
Roche Lietuva UAB
Sandoz Pharmaceuticals d.d. filialas
Scandagra UAB
Somi UAB
Studio Moderna UAB
Takeda UAB
Teva Baltics UAB
Travel Retail Vilnius UAB
Vilniaus augma UAB
Volvo Lietuva UAB
WILO Lietuva UAB

Services (12)

Astorija Hotel UAB
City Service Engineering UAB
City Service SE
Egis Pharmaceuticals Plc Atstovybė
Eglės sanatorija AB
Euromonitor International - Eastern Europe UAB
Yara Lietuva UAB
Lietuvos oro uostai VĮ
Lindstrom UAB
Mano Būstas LT UAB
Radas UAB
Transcom Worldwide Vilnius UAB

Transport and logistics (12)

ACE Logistics UAB
Brink's Lithuania UAB
CASPIAN LOGISTICS UAB
DPD Lietuva UAB
HAVI Logistics UAB
Itella Logistics UAB
Kamida UAB
Omniva LT UAB
Siemens Mobility Oy Lietuvos filialas
Unlimited Carrier UAB
Venipak Lietuva UAB
Vilniaus viešasis transportas UAB

Other (17)

Cowi Lietuva UAB
Dematic Kaunas Dematic Limited Filialas
Inno Line UAB
Innovo logistika UAB
Kalnapilio - Tauro grupė UAB
Kauno baldai AB
Kempingas slėnyje UAB
Klaipėdos baldai AB



Robotex UAB
SBA Competence and Service Center UAB
SBA Grupė UAB
SBA Home UAB
SBA Urban UAB
Šatrija AB
Šilutės baldai AB
Utenos trikotažas AB
Visagino linija UAB

Figure Baltic Advisory

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