

Salary Market Forecast Survey

2026 Latvia

08.01.2026

FIGURE

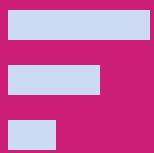


Figure Baltic Advisory

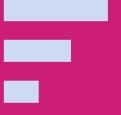


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Purpose of the Survey, Sample and Methods



- The Forecast Survey provides an overview of current compensation trends in the labour market, also by providing short retrospective of 2025, as well as plans and forecasts for 2026.
- More than 500 organizations which participated or purchased General Compensation Survey 2025 in Latvia were invited to participate.
- 121 organizations completed the Forecast Survey questionnaire.
- The data was collected using an online questionnaire in December 2025.

Terms

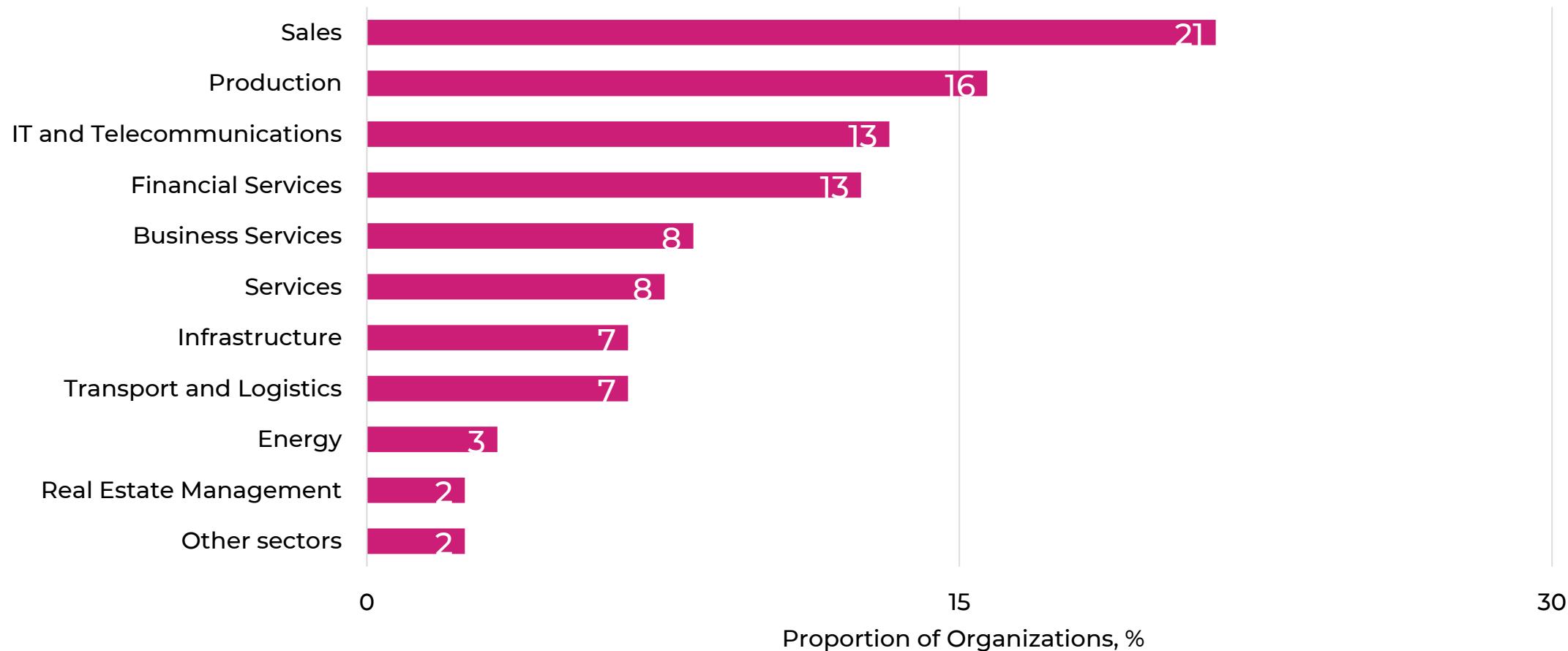


- **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- **90%** - 10% of values are higher than the presented value.
- **75%** - 25% of values are higher than the presented value.
- **Median** - the central member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



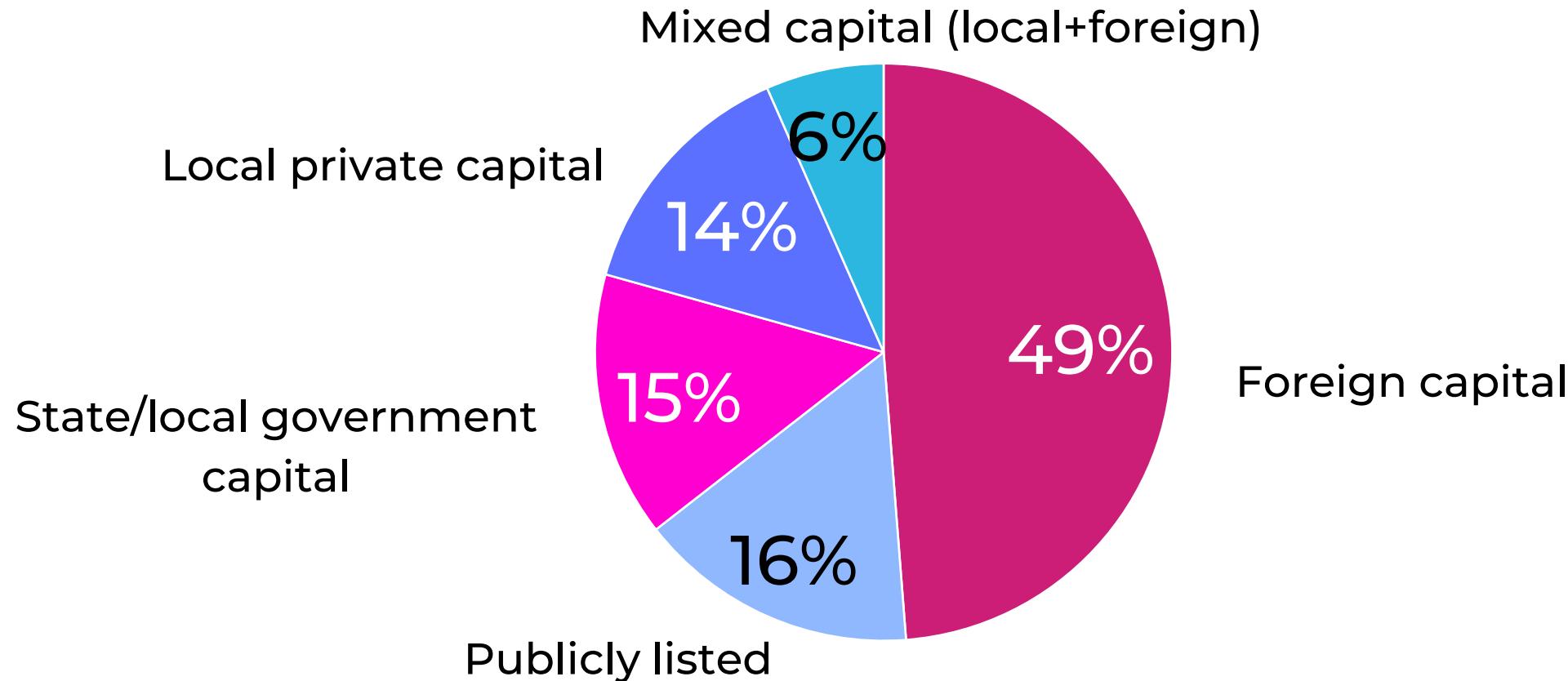
Description of Participating Organizations

Organizations by Field of Activity



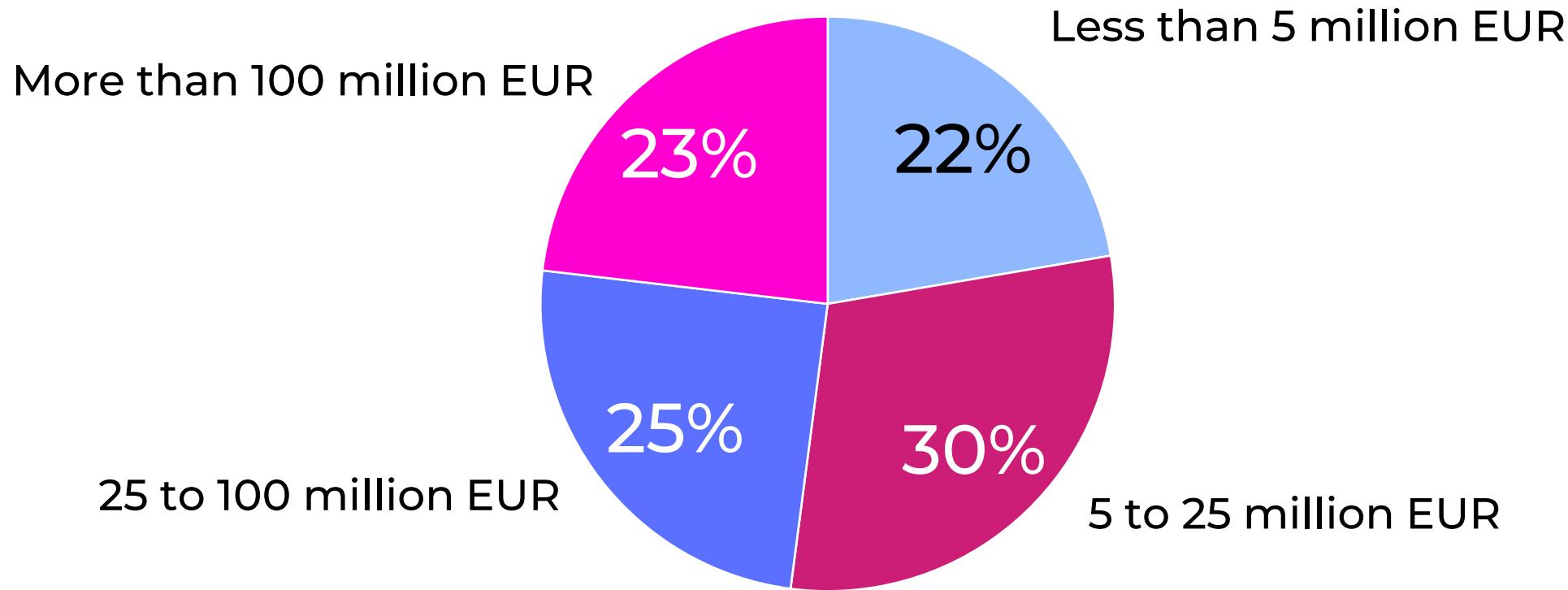
Graph is calculated using the data of 121 organizations.

Organizations by Capital Ownership



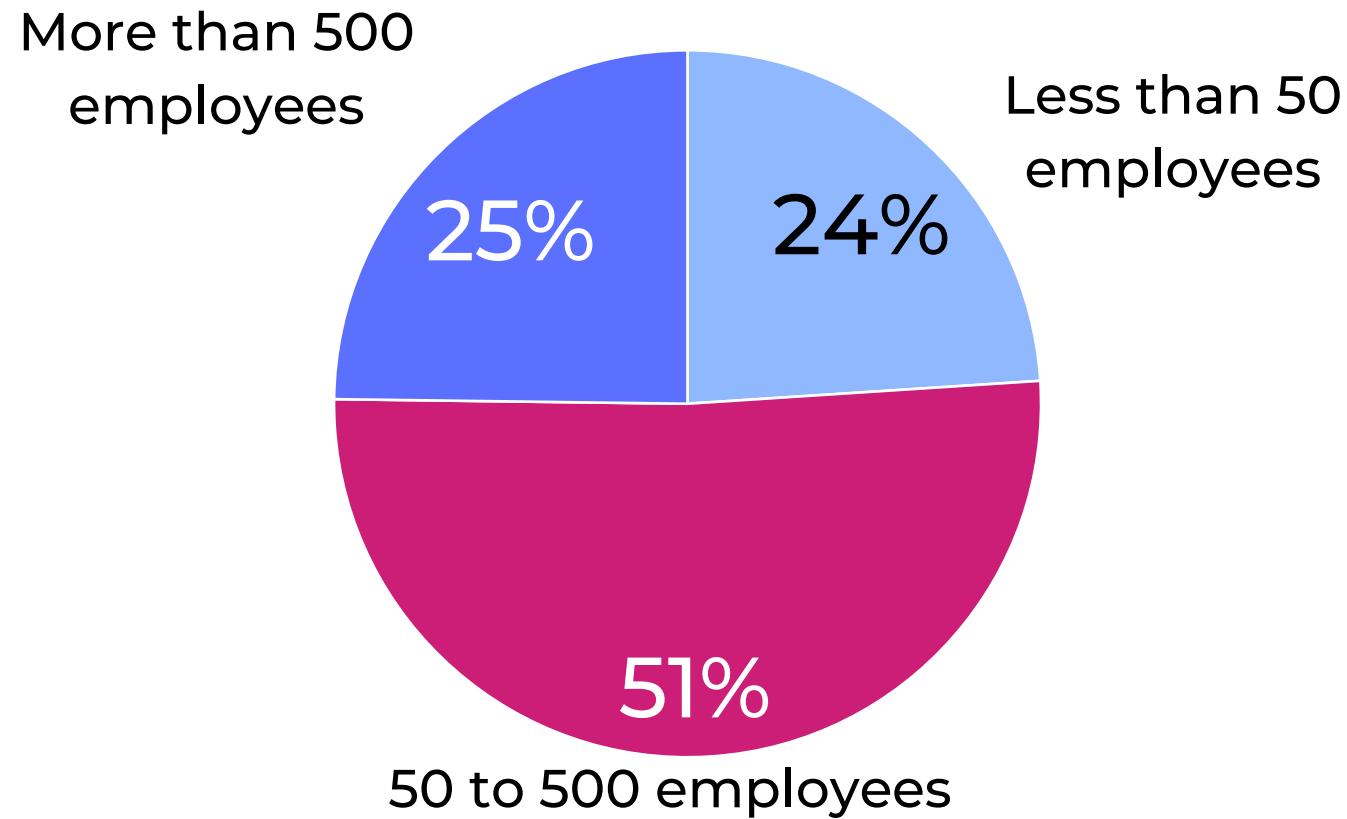
Graph is calculated using the data of 121 organizations.

Organizations by Sales Revenue



Graph is calculated using the data of 121 organizations.

Organizations by Number of Employees



Graph is calculated using the data of 121 organizations.

List of Participating Organizations I



Business Services

Atea Global Services SIA
Bolt Services LV SIA
Cabot Latvia SIA
CCC Riga Digital Services SIA
DNB Bank ASA Latvijas filiāle
Ernst & Young Baltic SIA
GoCardless SIA
Lazdiņš Gavars ZAB SIA
MSC Shared Service Center Riga SIA
Zalaris HR Services Latvia SIA

Energy

Enefit SIA
Gren Jelgava SIA
Latvijas Gāze AS
Sadales tīkls AS

Financial Services

4finance AS
Aizdevums.lv SIA
Attīstības finanšu institūcija Altum AS
BALTA Apdrošināšanas AS
Citadele banka AS
ECOMMPAY LIMITED Latvijas filiāle
ERGO Insurance SE Latvijas filiāle
If P&C Insurance AS Latvijas filiāle
Luminor Bank AS Latvijas filiāle
Mintos Marketplace AS
Nectaro SIA
SEB Banka AS
Signet Bank AS
Swedbank AS (Latvia)
worldline Latvia SIA

List of Participating Organizations II



Infrastructure

Eiropas Dzelzceļa līnijas SIA
Elektroniskie sakari SIA
GASO AS
Latvijas Valsts ceļi VSIA
Latvijas valsts meži AS
Latvijas Valsts Radio un televīzijas centrs VAS
Rīgas brīvostas pārvalde
Starptautiskā līdosta Rīga VAS

Primend SIA

Printful Latvia AS
q.beyond SIA
Swisscom DevOps Center Latvia SIA
Tet SIA
Visma Enterprise SIA
Visma Labs SIA
WeAreDots SIA
ZZ Dats SIA

IT and Telecommunications

28Stone Riga SIA
Accenture Latvijas filiāle
Brand on Demand SIA
Excellent Latvia SIA
If P&C Insurance Ltd (publ) Latvijas filiāle
Intrum Global Technologies SIA
LATVIJAS MOBILAIS TELEFONS SIA

Media

Latvijas Vēstnesis VSIA

Production

Aldaris AS
Bioefekts SIA
CALJAN LSEZ SIA
Dinair Filton SIA

List of Participating Organizations III



Forevers SIA
JELGAVAS TIPOGRĀFIJA SIA
Jensen Metal SIA LSEZ
Ķekava Foods AS
Kinetics Nail Systems SIA
KNAUF SIA
LATRAPPS LPKS
Latvijas Finieris AS
Linde Gas SIA
Livonia Print SIA
MADARA Cosmetics AS
Orkla Latvija SIA
Poligrāfijas grupa Mūkusala SIA
SCHWENK Latvija SIA
VALMIERAS STIKLA ŠĶIEDRA AS

Public Sector

Latvijas Investīciju un attīstības aģentūra

Real Estate Management

Linstow Baltic SIA
Np Properties SIA
Tirdzniecības centrs Pleskodāle SIA

Sales

Accord Healthcare AB filiāle Latvijā
BALMERK LATVIA SIA
Berlin-Chemie Menarini Baltic SIA
Bionorica SE ĀKP
Decathlon Lietuva UAB Latvijas filiāle
Do it SIA
DOJUS Latvija SIA
ELKO Grupa AS
ESSVE LATVIA SIA
Indutek LV SIA
Inter Cars Latvija SIA
INTRAC Latvija SIA

List of Participating Organizations IV



JUNGHEINRICH LIFT TRUCK SIA

Lavazza Baltics SIA

LG Electronics Latvia SIA

LMT RETAIL & LOGISTICS SIA

MarkIT Latvija SIA

Medochemie Latvia SIA

ONNINEN SIA

REHAU SIA

Rimi Latvia SIA

Roche Latvija SIA

Sentor Farm aptiekas AS

Servier Latvia SIA

Takeda Latvia SIA

Trodo SIA

Services

Ceļu Satiksmes drošības direkcija VAS

Evolution Latvia SIA

KFF Holding SIA

Kiwa Latvia AS

LatRailNet AS

Latvijas nacionālais metroloģijas centrs SIA

Latvijas Pasts VAS

PERI SIA

Rīgas nami SIA

Transport and Logistics

Air Baltic Corporation AS

DHL Express Latvia SIA

Kuehne+Nagel SIA

Rīgas Satiksme RPSIA

Schenker SIA

SmartPosti SIA

VENTPLAC SIA

Vitol Terminal Latvia SIA

Other

Latvijas Zāļu verifikācijas organizācija

Compensation Surveys 2026



- We invite your organization to participate in **2026 compensation surveys** as the new survey cycle is about to open
 - Latvian General Compensation Survey 2026 report is published at the end of August
 - Latvian Top Executive Compensation Survey 2026 report is ready in 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
- 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