

# Salary Market Forecast Survey 2026 Latvia

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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

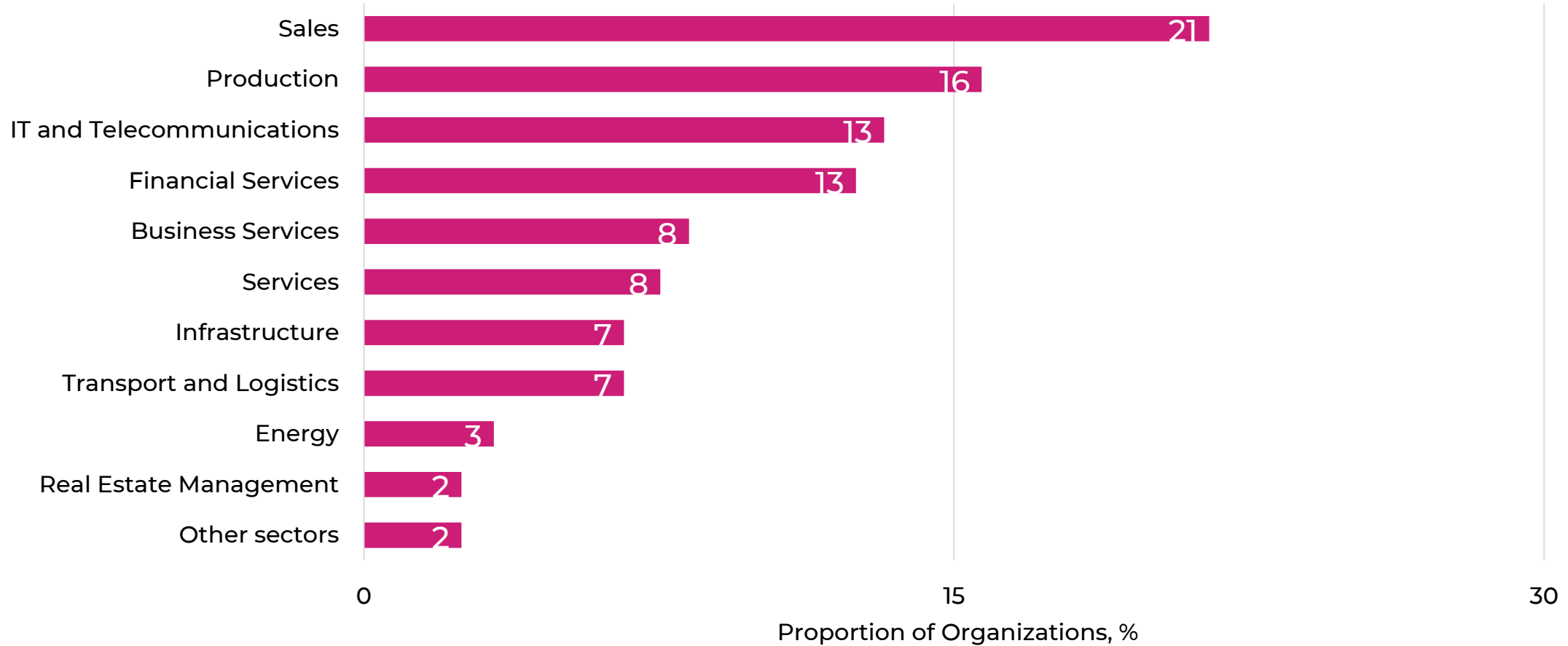


- ▣ **Average** - the arithmetic weighted average, which is obtained by adding all values and then dividing the sum by the total number thereof.
- ▣ **90%** - 10% of values are higher than the presented value.
- ▣ **75%** - 25% of values are higher than the presented value.
- ▣ **Median** - the central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



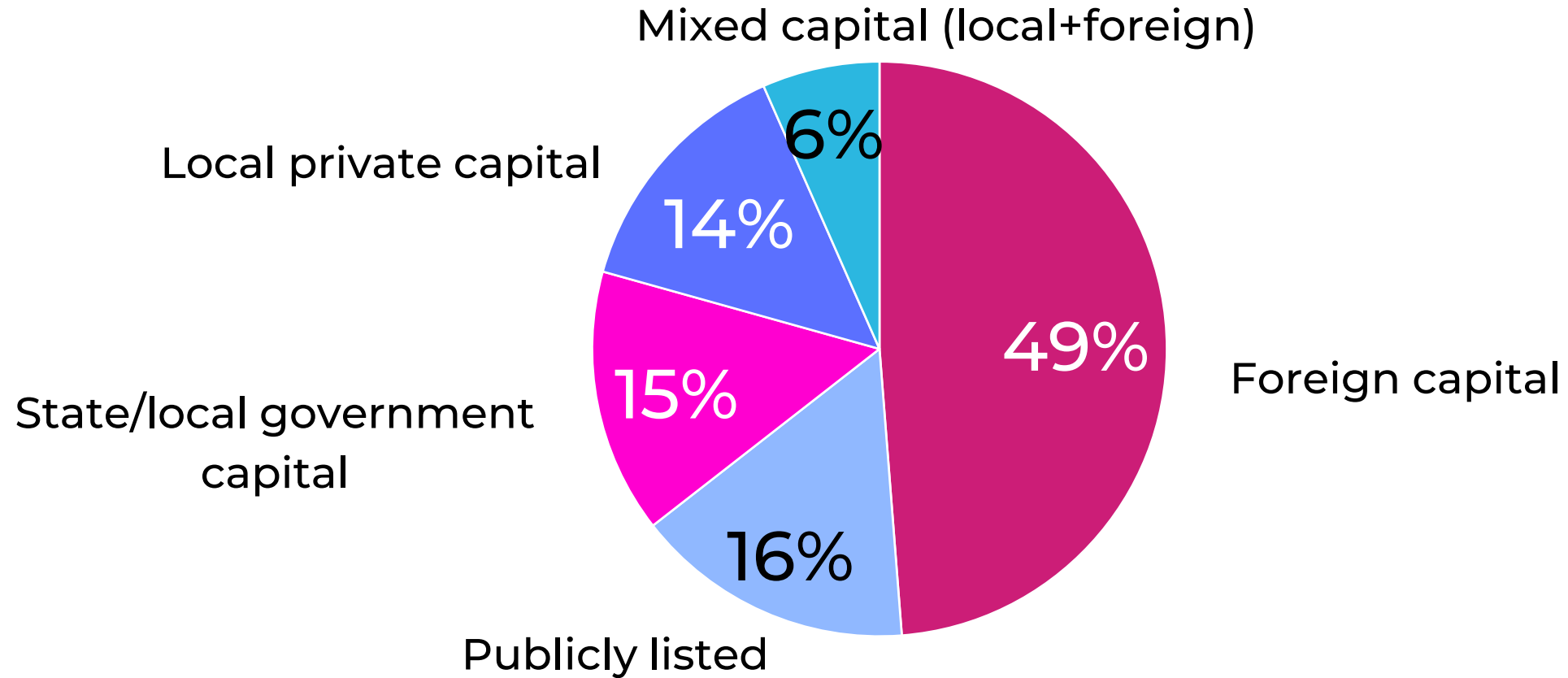
# **Description of Participating Organizations**

# Organizations by Field of Activity



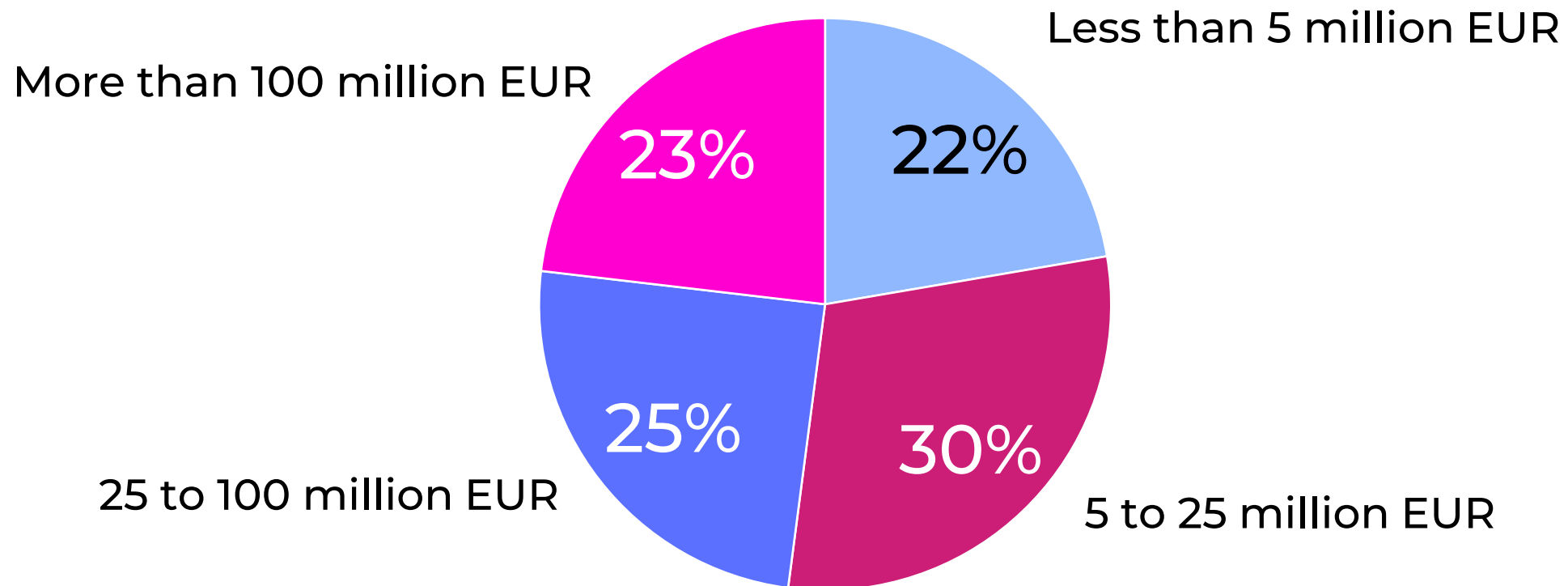
*Graph is calculated using the data of 121 organizations.*

# Organizations by Capital Ownership



*Graph is calculated using the data of 121 organizations.*

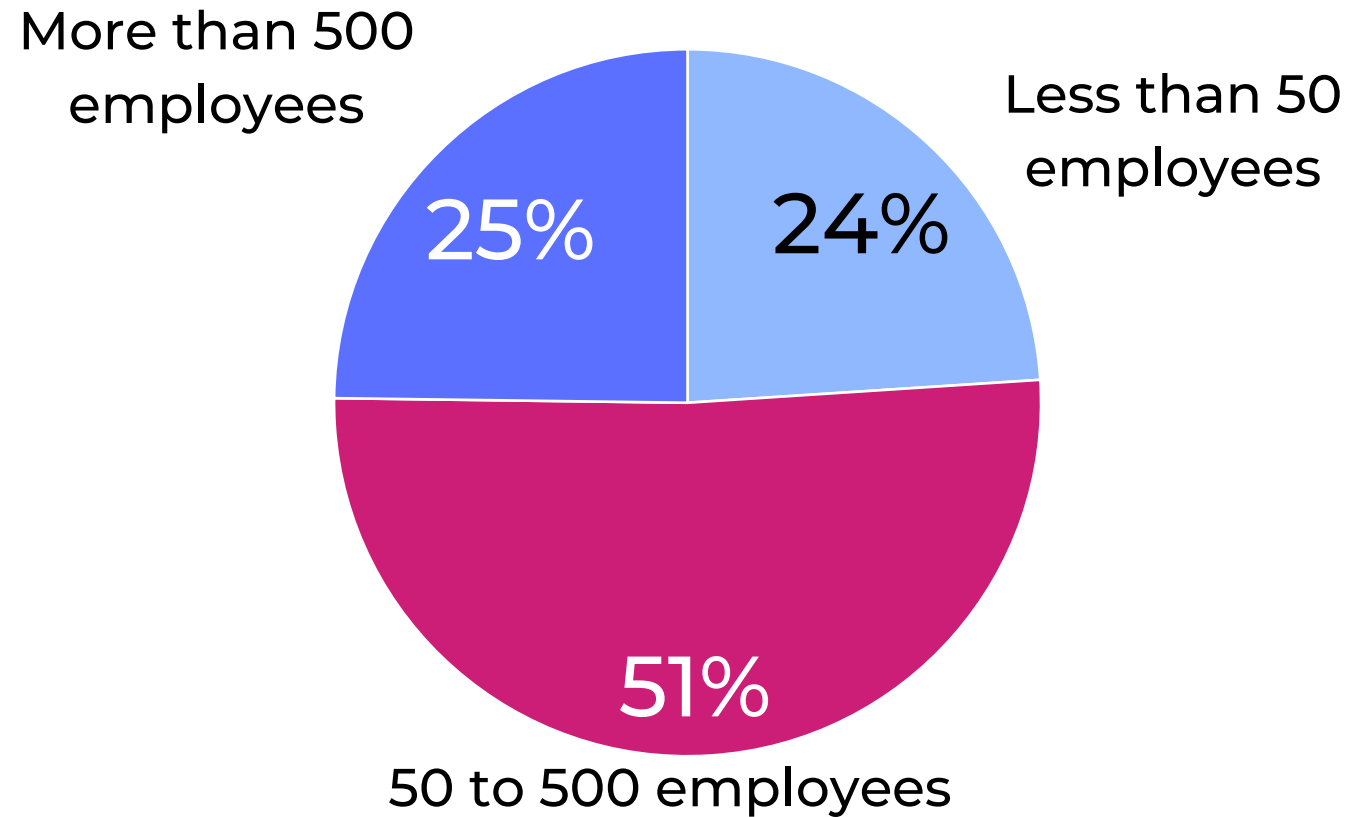
# Organizations by Sales Revenue



*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 lidosta Rīga VAS

## IT and Telecommunications

28Stone Rīga 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

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

## 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

LATRAPS 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 Pastis 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