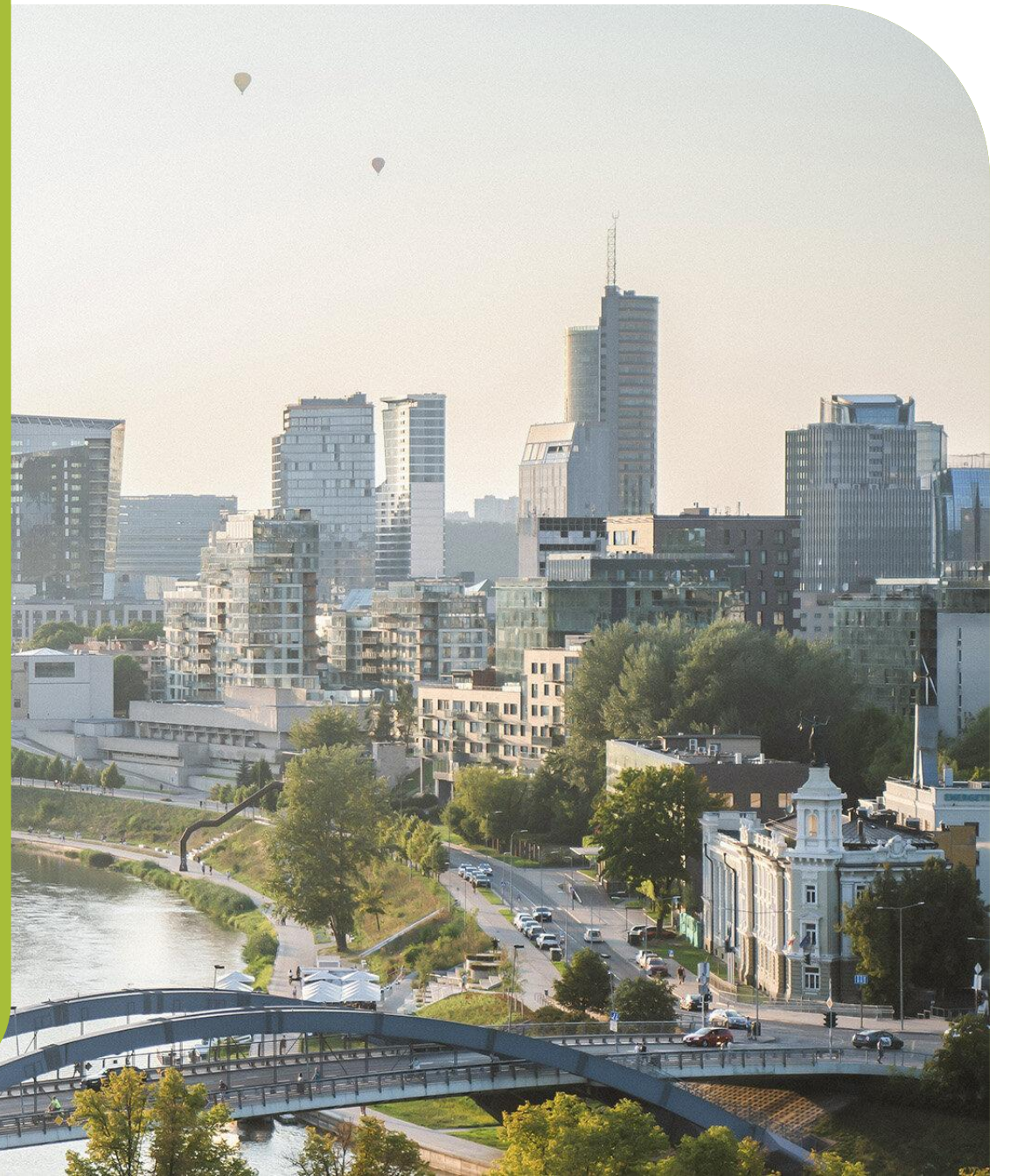


Investuok  
Lietuvoje

## Ką siūlome potencialiems Lietuvos investuotojams?

2025 m. gegužė



# „Investuok Lietuvoje“ tikslai

1

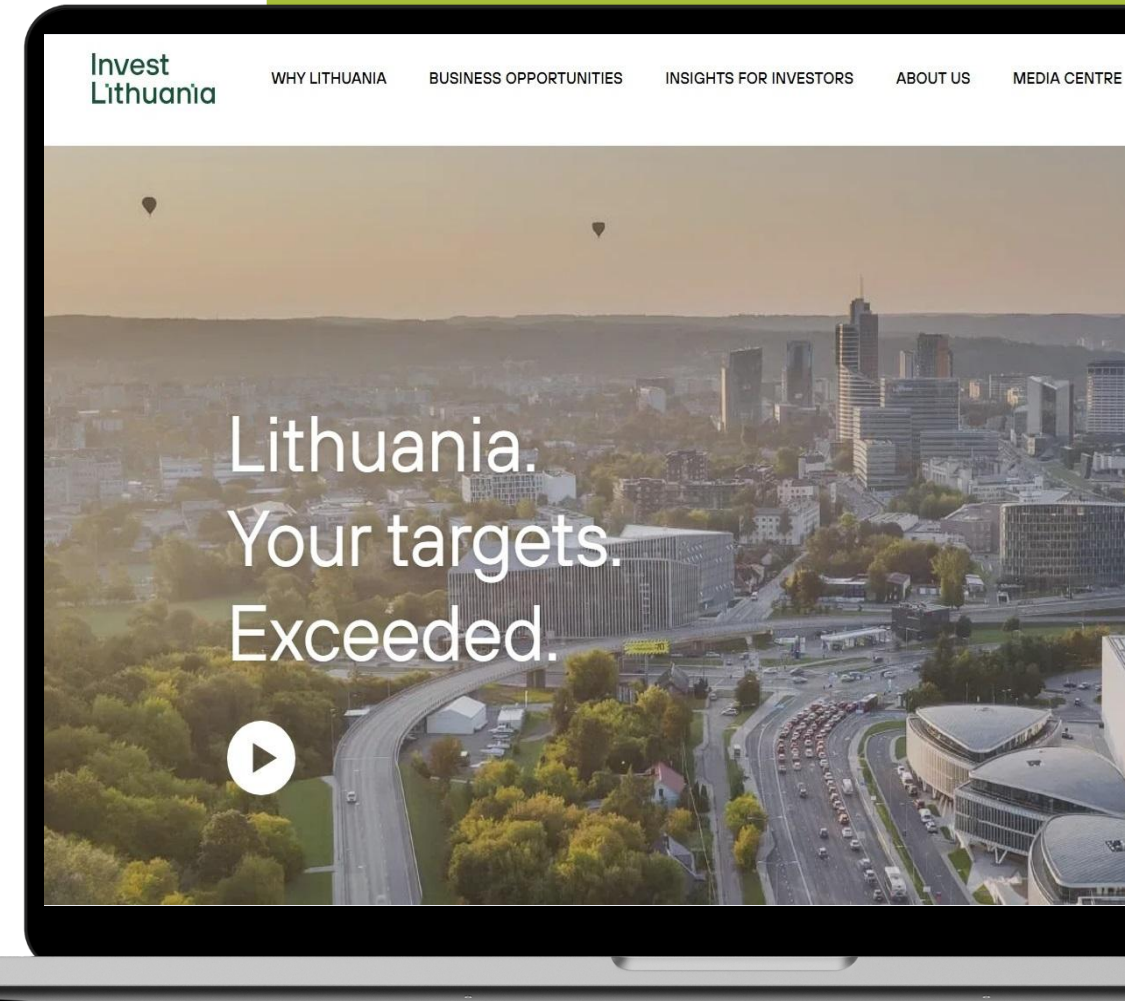
Pritraukti tiesiogines užsienio investicijas (TUI) į Lietuvą.

2

Skatinti esamų tiesioginių užsienio investicijų (TUI) plėtrą.

3

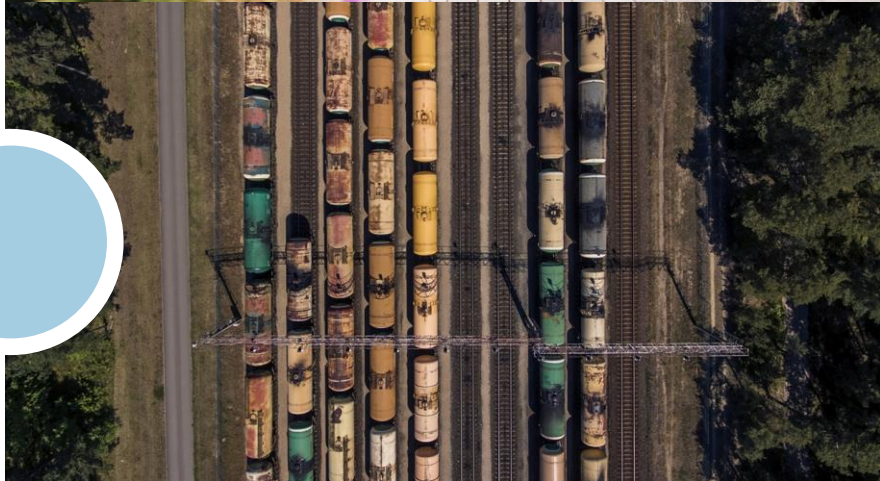
Gerinti Lietuvos investicinę aplinką bei didinti šalies patrauklumą.





„Parduodame“ Lietuvą kaip sprendimą įmonėms, norinčioms plėsti arba perkelti savo verslą. Teikiame nemokamas **konsultacijas** ir **organizuojame vizitus** į Lietuvą.

---



Įmonėms teikiame įžvalgas apie **Lietuvos infrastruktūrą** ir padedame pasirinkti racionaliausius **biuro patalpų** ar **žemės sklypų variantus**.

---



Vedame įmones per visas svarbiausias procedūras - nuo įmonės **įregistravimo iki statybos leidimo gavimo** ar **pagreitinto paraiškų teikimo proceso**.



Teikiame **rekomendacijas dėl finansinių paskatų** ir ieškome būdų, kaip maksimaliai padidinti įmonės tiesioginių užsienio investicijų projekto ekonominį efektyvumą.

---



Pagal poreikį teikiame **pagalbą, patarimus ir tinklaveikos galimybes**, kad įmonės komanda galėtų sutelkti dėmesį į savo pagrindinius prioritetus, kol **mes atliekame rinkos analizę, renkame naujausią informaciją ir teikiame įmonėms aktualias įžvalgas.**

---



Po pradinio įsikūrimo etapo suteikiame **įmonei visą reikiamą pagalbą, kad ji taptų neatsiejama Lietuvos verslo bendruomenės dalimi** ir galėtų sklandžiai plėtoti savo veiklą.

# „Investuok Lietuvoje“ papildomos programos



**Work in  
Lithuania**

---

Skatiname užsienyje gyvenančius specialistus karjeros siekti Lietuvoje, inicijuojame pokyčius, leisiančius Lietuvai sėkmingai konkuruoti dėl talentų globaliu mastu. Padedame susitikti sėkmingai šalyje veikiančioms tarptautinėms bendrovėms ir potencialiems darbuotojams.






























**Create   
Lithuania**

---

Mes siekiame sugrąžinti talentus į Lietuvą, kad jie tobulintų viešąjį sektorių ir taip gerintų ne tik verslo aplinką, bet ir gyvenimo kokybę šalyje.

# IL tiksliniai segmentai yra orientuoti į prioritetinių Lietuvos ekonomikos sektorių proveržį

 <b>Globalūs paslaugų centrai</b>	 <b>Gamyba</b>	 <b>Gyvybės mokslai</b>	 <b>Technologijos</b>
<ul style="list-style-type: none"> <li>▪ Įmonių vidinių paslaugų centrai (IT; HR; finansai)</li> <li>▪ Išteklių perkėlimo centrai (outsourcing)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Pažangi gamyba</li> <li>▪ Švariosios technologijos</li> <li>▪ Gynybos pramonė</li> <li>▪ Duomenų centrai</li> </ul>	<ul style="list-style-type: none"> <li>▪ Bioekonomika</li> <li>▪ Biofarmacija</li> </ul>	<ul style="list-style-type: none"> <li>▪ Kibernetinė sauga</li> <li>▪ Finansų technologijos</li> <li>▪ Produktų vystymas</li> </ul>
     	     	    	     

# Lietuvos sėkmei kritiškai svarbu atrakinti naujų augimo krypčių potencialą



**Duomenų centrai**



**Bioekonomika**



**Žaliosios  
technologijos**



**Gynyba**

# Business environment



# Lithuania's advantages in a nutshell



- **Ease of doing business thanks to a developed ecosystem and digitalization and competitive tax system.**

1



- **Highly educated and motivated and high-level talents.**

2



- **Perfect logistical location to enter and serve European single market.**

3



- **Strong governmental support for international companies.**

4

# Lithuania: Facts & figures

Population<sup>1</sup> **2.9M**

Labor pool<sup>1</sup> **1.5M**

Unemployment<sup>1</sup> **6.8%**

Real GDP  
growth (yoy)<sup>2</sup> **2.4%**

Member of:

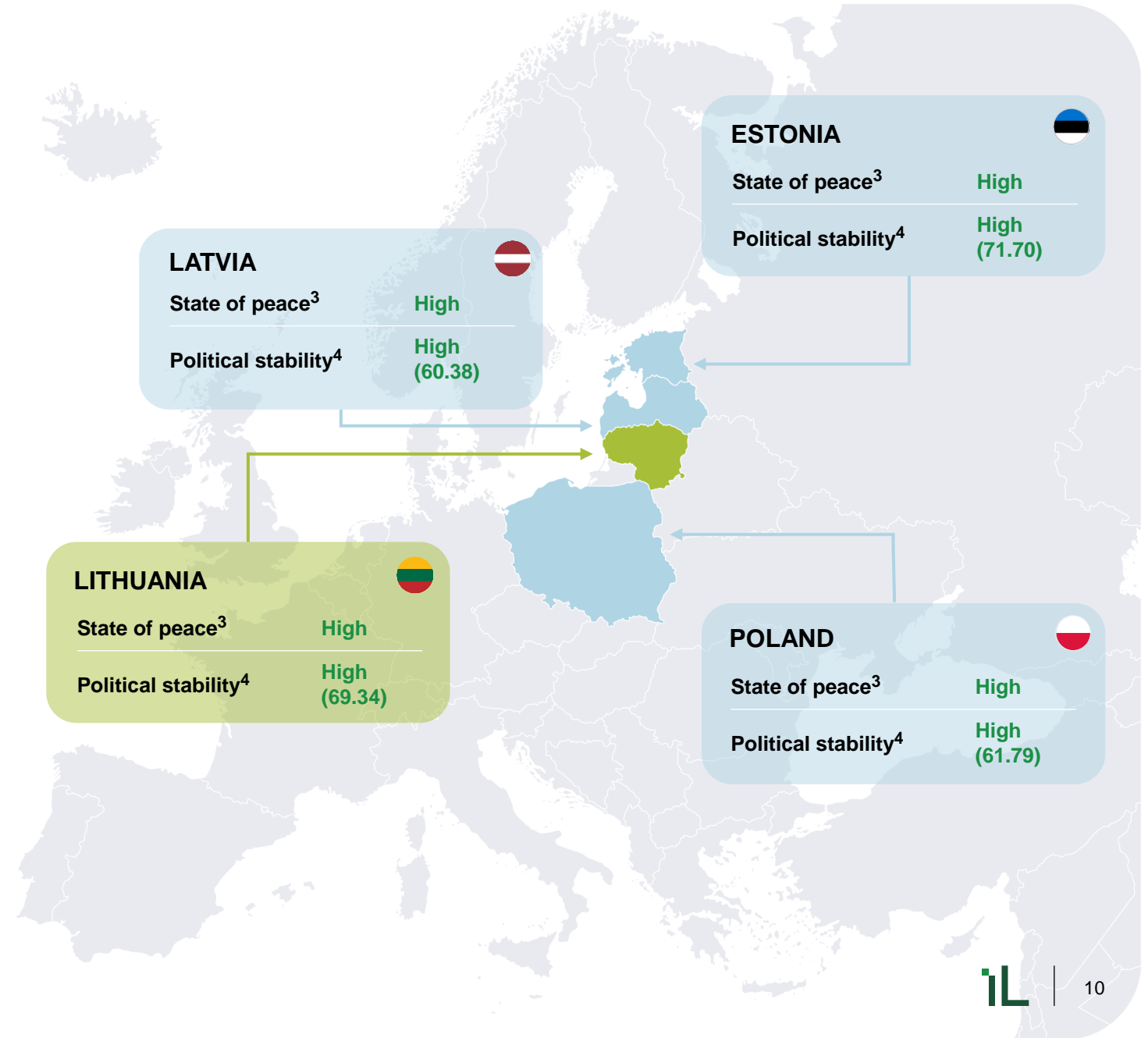


Source 1: Statistics Lithuania, 2024 Q3

Source 2: OECD (expected growth in 2024), 2024

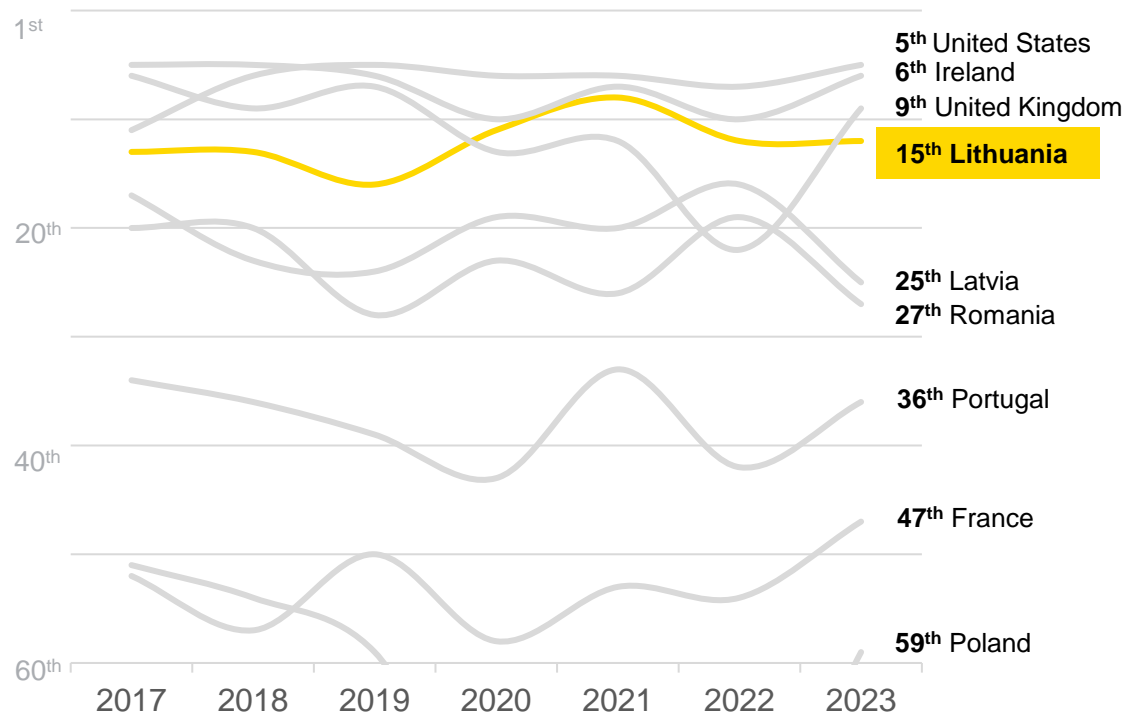
Source 3: Global Peace Index, The Institute for Economics & Peace, 2023

Source 4: Worldwide Governance Indicators (Percentile Rank), The World Bank, 2022



# Lithuania: collaborative and continuously improving

Lithuania has been leading in **Economic Freedom Ranking** among CEE and other countries



Source 1: Index of Economic Freedom – 184 countries ranked, Heritage Foundation, 2024.



## 1<sup>st</sup> in the EU<sup>2</sup>

for real GDP per capita growth since 2000



## 6<sup>th</sup> in the EU<sup>3</sup>

for digital public services for businesses



## 1<sup>st</sup> in the EU<sup>4</sup>

Vilnius best city in EU for cybersecurity

Source 2: Eurostat, 2023

Source 3: Digital Economy and Society Index (DESI), 2023

Source 4: EUCLID Register, European Banking Authority, 2023

# Talent Pool



# Dynamic Education System Developing Prime Talent Pool



**39%**

Of higher education graduates in Lithuania are in science, technology, engineering, and mathematics (STEM)<sup>1</sup>



**85%**

Proficiency in English among young professionals<sup>1</sup>



**53%**

Of population speaks at least 2 foreign languages<sup>1</sup>

## Key advantages<sup>2</sup>:

- Gender-balanced
- Multilingual
- Valued by foreign investors
- Government-business-academia collaboration
- Lower employee attrition rate in foreign companies
- Local Mobility



**17** Universities



**22** Colleges

**91k**

Number of University and College **Students** in Lithuania<sup>3</sup>

**43k**

Number of University and College **STEM Students** in Lithuania<sup>3</sup>

# Lithuania leads the EU with the fastest ICT sector growth



**70,5k+**

ICT specialists in Lithuania<sup>1</sup>



**60%**

growth in the number of software engineers has been recorded over the past four years<sup>2</sup>



**13%**

average yearly growth of the ICT talent pool (fastest in the EU)<sup>3</sup>

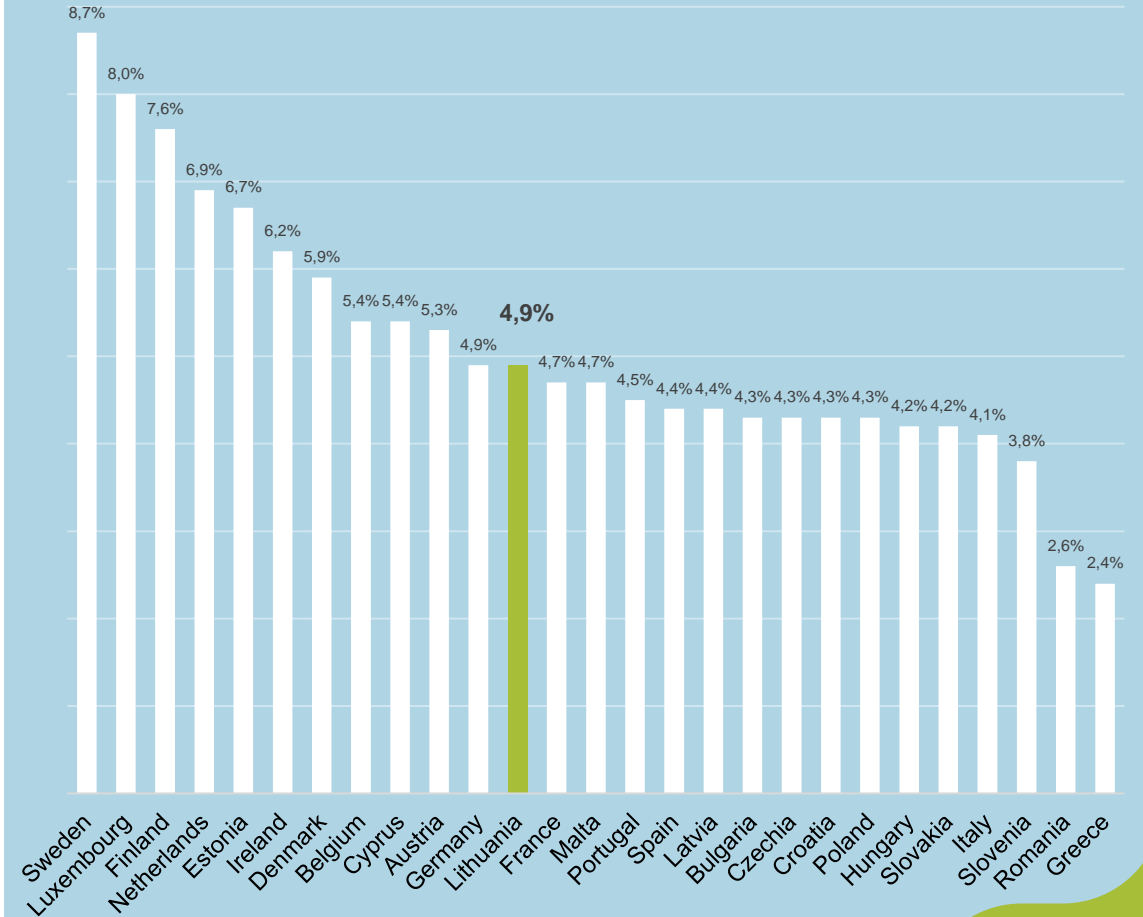
Source 1: Eurostat, 2023

Source 2: Invest Lithuania Global Business Services and Fintech survey, 2024

Source 3: Eurostat, 2023

Source 4: Eurostat, 2023

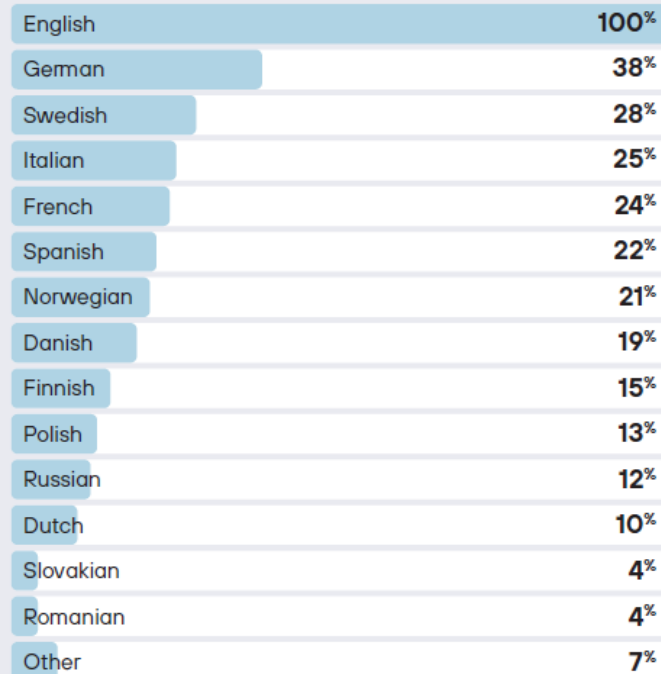
The proportion of ICT employees out of all employees in 2023<sup>4</sup>



# Languages

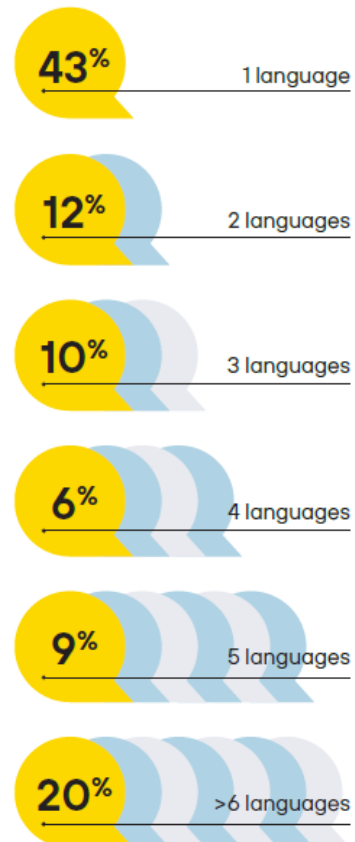
Lithuanian workforce is one of the most educated and multilingual in Europe.

Share of centers delivering services in foreign languages

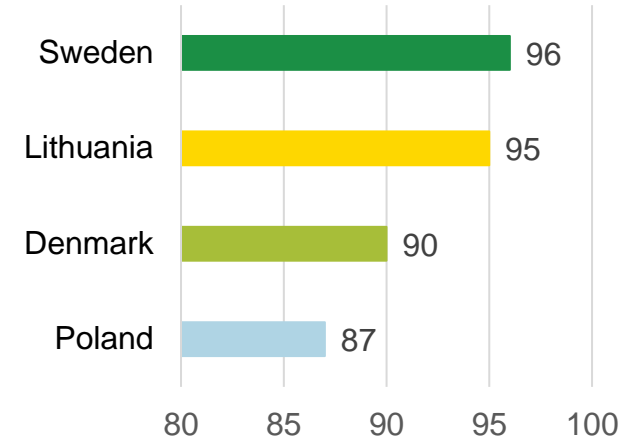


Arabic, Bulgarian, Croatian, Czech, Estonian, Greek, Hindi, Hungarian, Japanese, Latvian, Mandarin, Portuguese, Serbian, Turkish, Urdu.

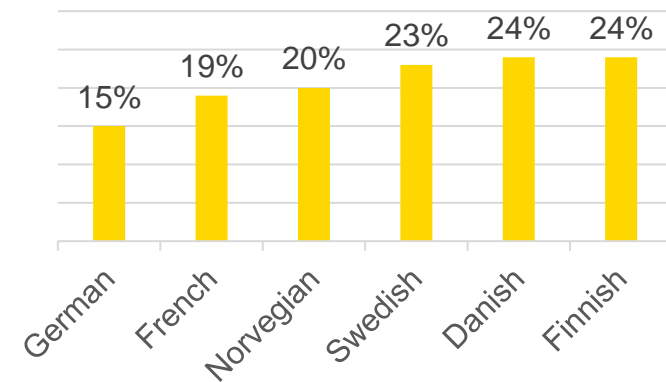
Number of foreign languages spoken in a center



Population who speaks one or more foreign language, % aged 25-34<sup>2</sup>



Premium expected on top of salary for different languages<sup>1</sup>



Source 1: Invest Lithuania, 2024.  
Source 2: Eurostat, 2022.



# Upskilling initiatives – new path of success

Upskilling in manufacturing drives innovation, boosts productivity, and ensures competitiveness in a rapidly evolving industry

1

## Lifelong Learning Center

**Kaunas University of Technology (KTU)** offers short-term courses through its Lifelong Learning Centre, focusing on advanced manufacturing technologies like robotics, CAD/CAM software, and additive manufacturing. The programs specialize in mechatronics, industrial automation, and quality control, providing certifications for professionals seeking to enhance their skills in the manufacturing sector

Source: KTU, 2024

2

## Vocational education and training

**Lithuania's vocational education system includes 44 schools**, with over 50% of programs focused on practical training, such as apprenticeships. Programs are aligned with labor market needs and free for humanitarian residents, supported by initiatives like career guidance and skill recognition by 2024

Source: The Ministry of Economy and Innovations, 2024

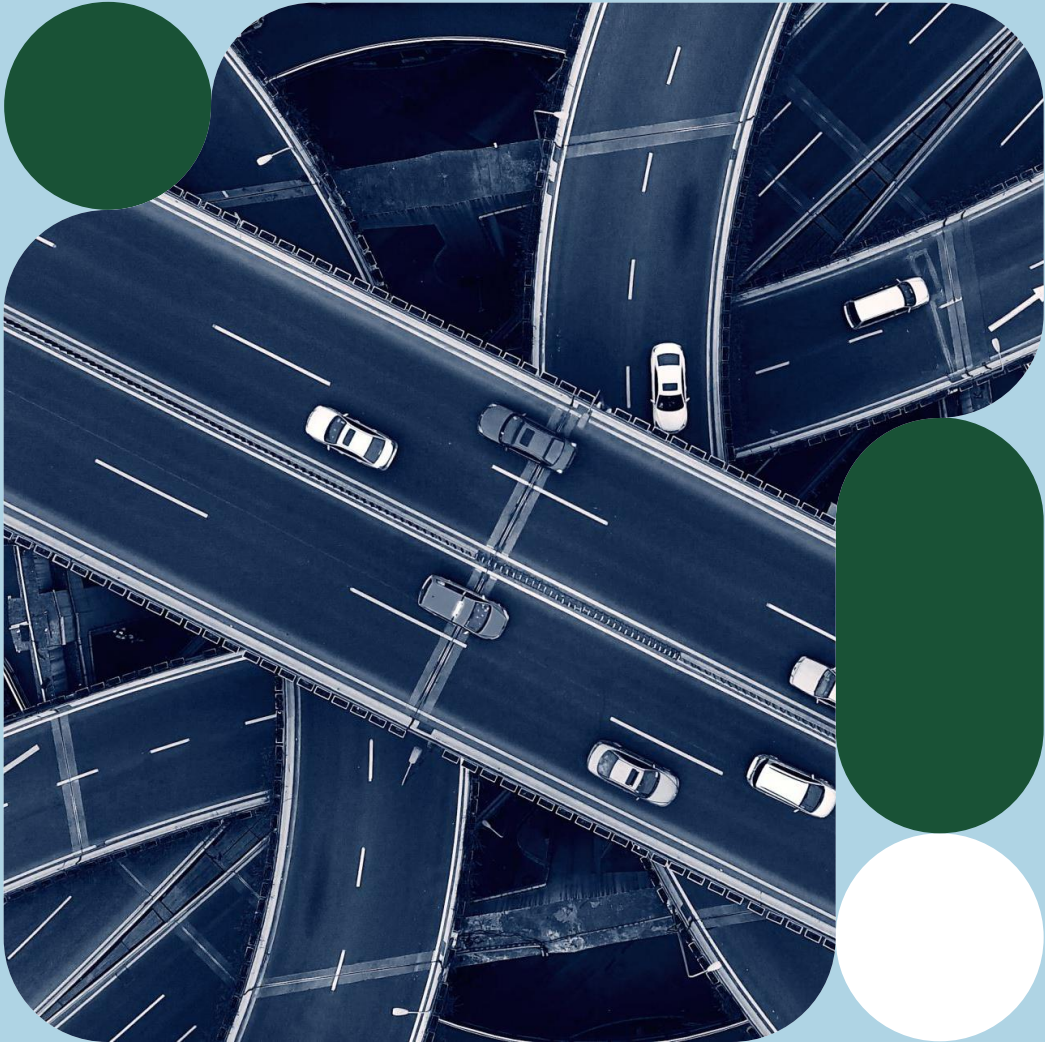
3

## European Social Fund Plus (ESF+)

The EU, through the **European Social Fund Plus (ESF+)**, supports Lithuania's manufacturing sector by funding training in automation, robotics, and digital technologies. These programs enhance workforce skills for Industry 4.0, focusing on apprenticeships and green digital manufacturing to ensure competitiveness and sustainability

Source: European Commission, 2024

# Infrastructure



# Attractive logistics infrastructure

## By train<sup>1</sup>

- Direct cargo routes to Western Europe and Asia.
- Two types of gauges interconnect in Kaunas.
- “Rail Baltica” project is planned to connect Finland to Germany in 2030 (passenger and cargo terminals).

## By road

- Strong presence of local and international logistics companies.
- Logistics – 12% of Lithuania’s GDP.
- Vital connecting point on the East-West and North-South transport corridors.

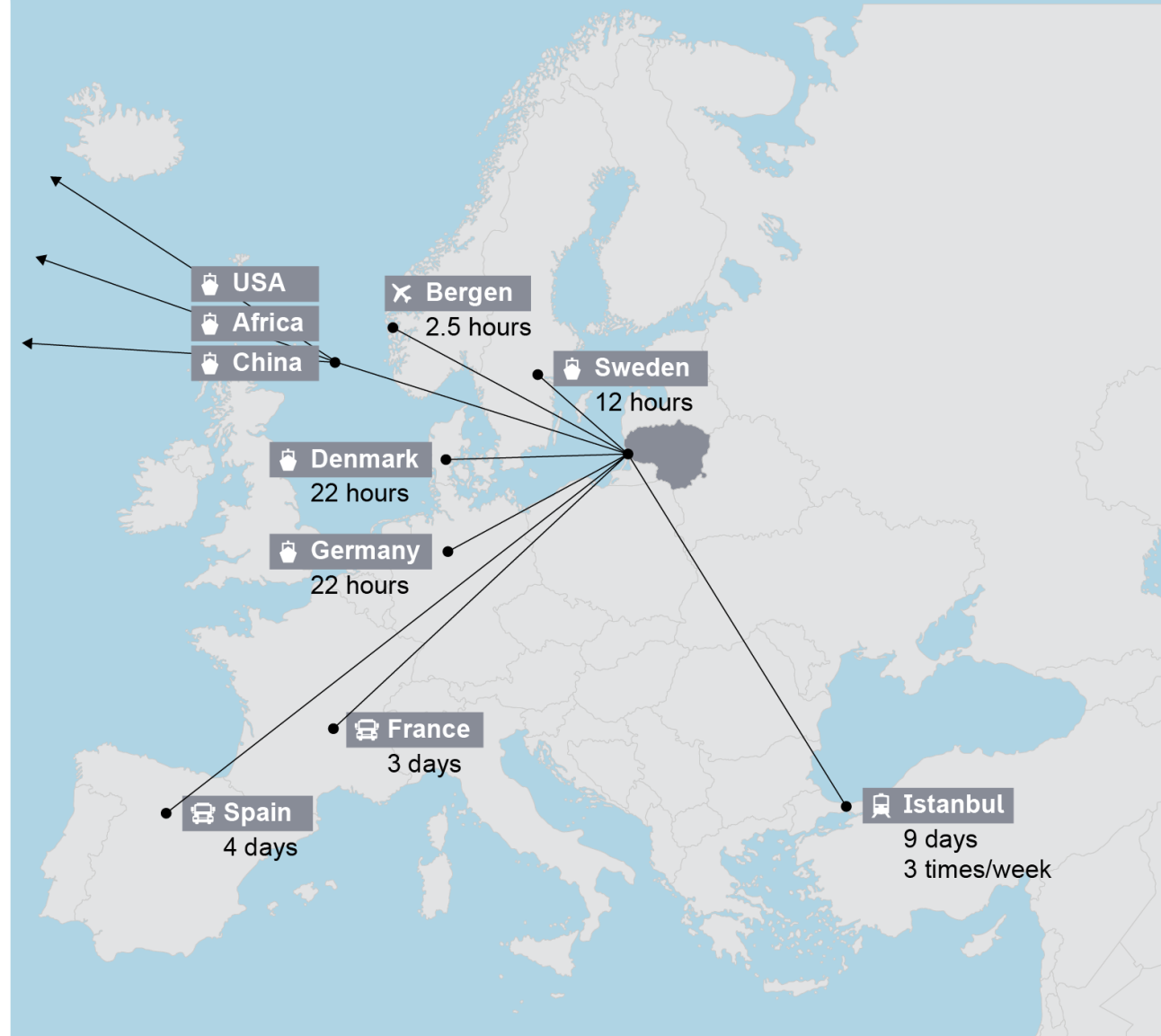
## By sea<sup>2</sup>

- The ice-free Klaipeda Seaport generates above 6% of Lithuania’s GDP.
- Seaport has connections with 70 countries.

## By air

- 3 international airports with access to major European cities within 2-3 hours. Cargo airport with the longest runway in the Baltic States.

Source 1: Lithuanian Railways, 2024  
Source 2: Port of Klaipėda, 2024



# Lithuania's Digital Infrastructure



**99%** of households can access 5G network



**>80%** of internet users accessed e-Government services at least once last year



**95%** of public services for businesses are digital



**95%** of health records and services are available online



**30%** of SMEs are selling online



# Lithuania: Leader in the region for Cyber Security



Source: National Cyber Security Centre (NKSC), 2023

## Efficient national cyber security model

National Cyber Security Center: one-stop shop for all entities seeking support to respond to cyber incidents: individuals, businesses, operators of critical infrastructure, government, or military.

## Ecosystem Leadership

National Cyber Security Centre (NCSC): one-stop shop with sophisticated in-house R&D capabilities.

## Leading international initiatives

Lithuania leads multinational flagship projects for new cyber capabilities being developed to support EU Member States, partners, and EU institutions to tackle cyber attacks:

**\*The Cyber Rapid Response Teams**, developed under the PESCO framework

**\*The Regional Cyber Defence Centre** developed in close cooperation with the US and a few other EU member states.



**Energy sector**

# Energy sector

## Electricity

- Out of all produced energy in Lithuania 70% is from renewable energy resources.<sup>1</sup>
- On February 2025, Lithuania, alongside Estonia and Latvia, officially disconnected from the BRELL electricity grid and synchronized with the Continental European Network

## Natural gas

- As of April 2022, all gas imports from Russia have been discontinued.<sup>2</sup>
- The capacity of the Lithuanian LNG terminal is sufficient to meet the country's gas demands.



Gas links



Batteries



Electricity links



LNG terminal

Source 1: Litgrid, 2025

Source 2: Ministry of Energy of the Republic of Lithuania, 2022

# Lithuania's Renewable Infrastructure



Lithuania's goal is to have **100% of renewable energy** in final electricity consumption by 2030. This is **one of the highest ambitions** for the development of RES at the EU level.



Two **offshore wind parks** are set to begin operations in 2028. Together, they will generate up to **6 TWh of green electricity** per year, which would meet up to **half of Lithuania's current electricity demand**.

Source: Lithuania's Energy Independence Strategy, 2022





## Costs

Corporate profit tax **16%**

VAT **21%**

Dividends **15%**

Personal income tax **20%**

Stock options **0%\***

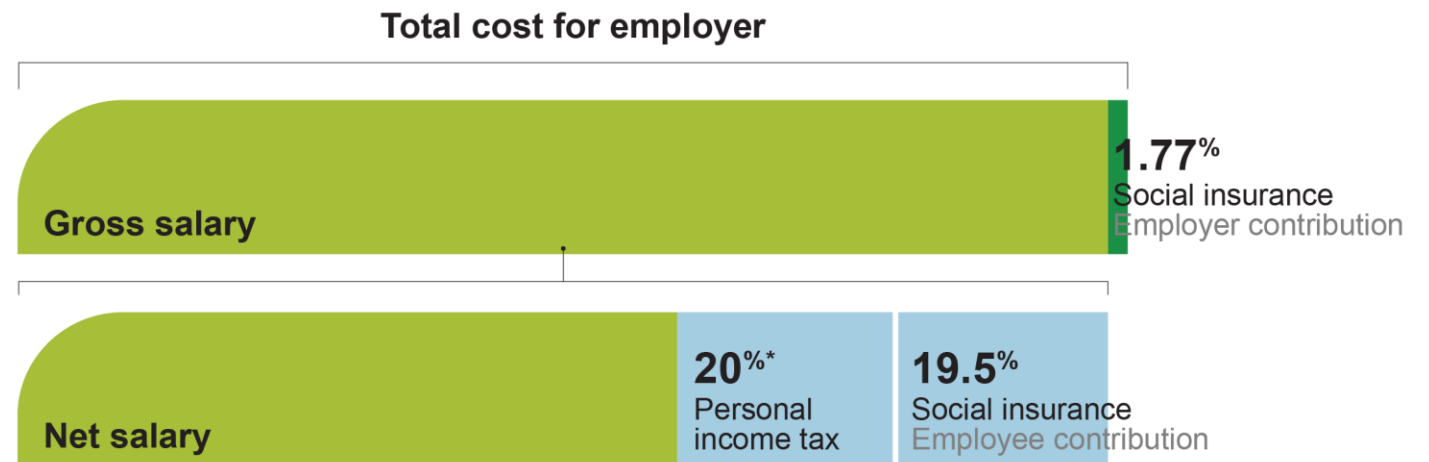
\* After 3 years exercising period



**5<sup>th</sup> in OECD**  
for tax competitiveness<sup>1</sup>

# Tax structure ensures transparent and friendly business environment

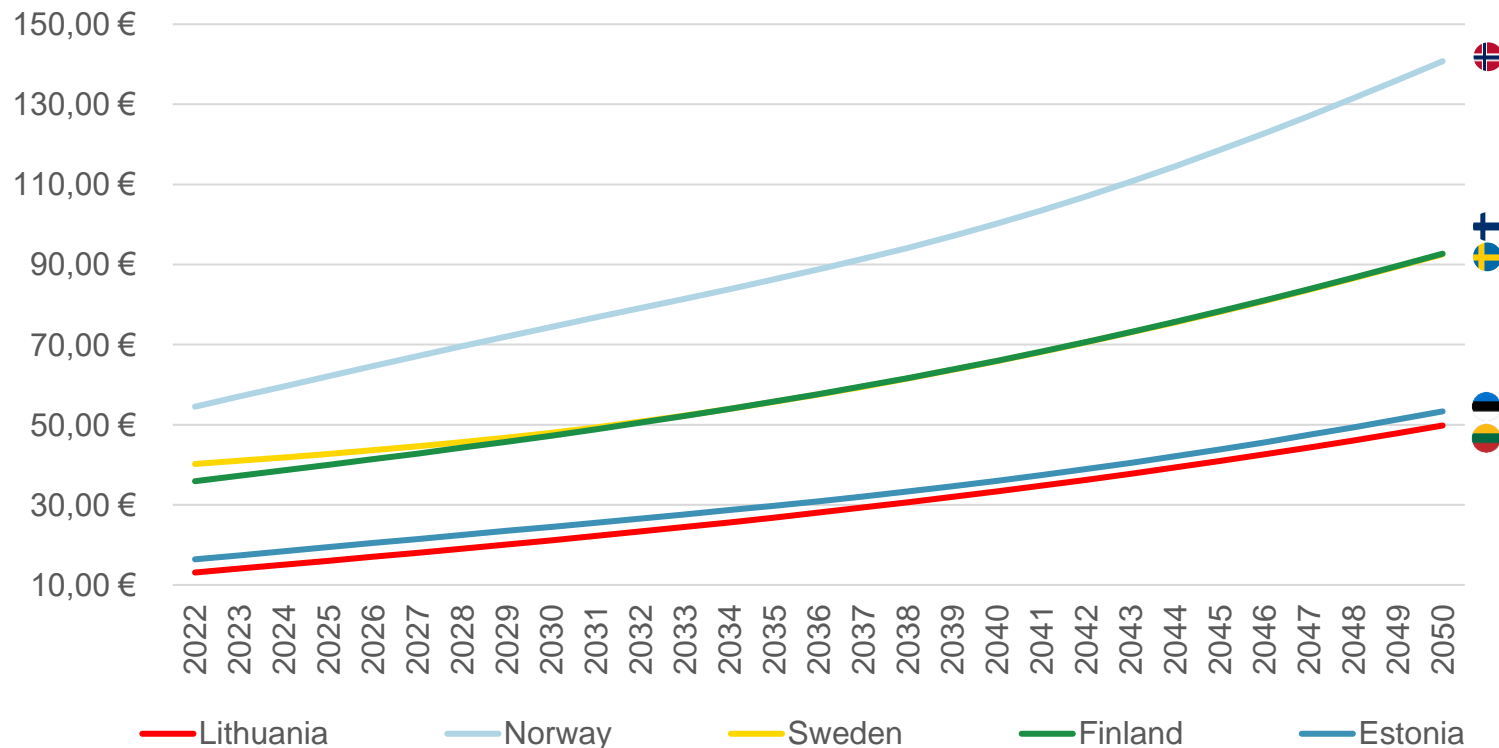
In Lithuania, employers benefit from lower direct labor costs with only a 1.77% contribution to social insurance.



\* To earnings above the set social security contributions ceiling the PIT rate will be 27%.

# Despite wage growth, labour costs will not reach Scandinavian levels for decades to come

Average hourly labour cost forecast (Whole Economy)



Despite wage growth, Lithuania will not outperform Scandinavian countries in labour costs by 2070: the starting position is low, and wage growth will fall in the long term.

Source: calculations by Invest Lithuania, based on historical Eurostat ICT data and long-term projections of the European Commission's Economic Policy Committee Ageing Report (2022-2070). The ratio of ICT to salaries in all sectors of the economy is assumed to remain constant.

# Government Support

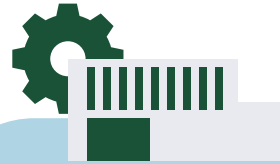


# Government support\*



## 7 Free Economic Zones

Industrial sites with **developed infrastructure**



## Invest LT+ financial incentive

For investments into **long-term assets**



## Talent development

For **training and apprenticeship costs**



## R&D activities

Expenses for R&D **fully deductible 3 times**

## Green Corridor

**Simplified regulation procedures for streamlined establishment of large-scale investment projects.**

\*Subject to eligibility criteria

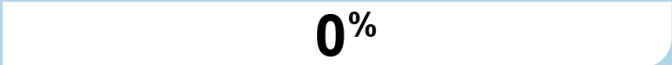
# Dedicated Tax-Free economic zones



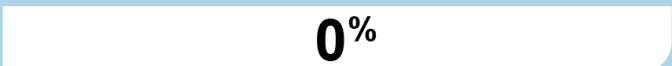
Corporate Profit Tax



Dividend Tax\*



Real Estate Tax



\* Conditions apply

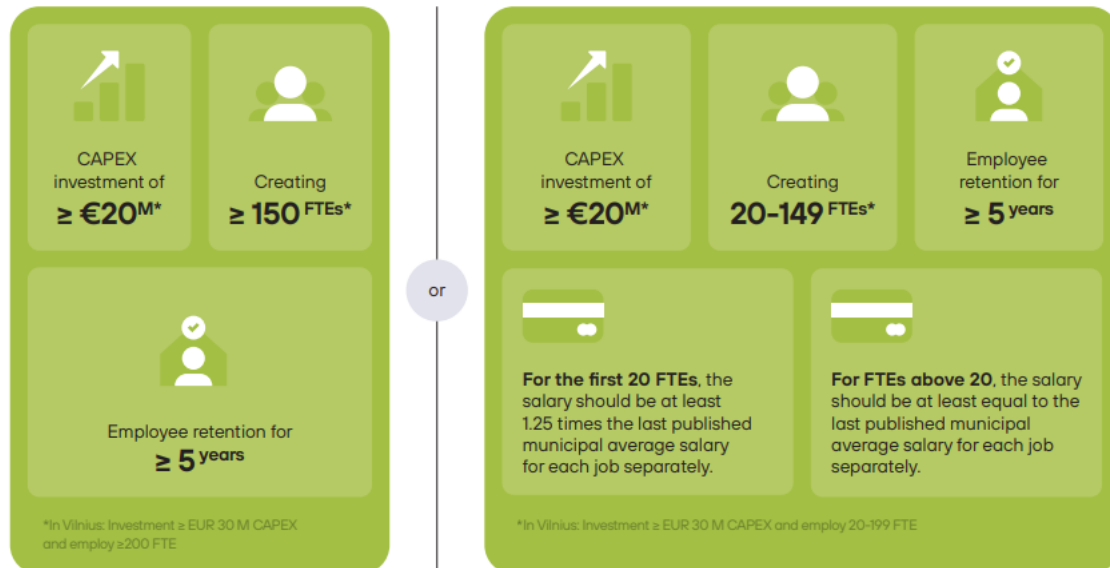


Source: Invest Lithuania, 2023

# Fast procedures for large-scale projects

The Lithuanian parliament has adopted a new package of laws which offers significant tax incentives and streamlined processes in land acquisition, planning and migration.

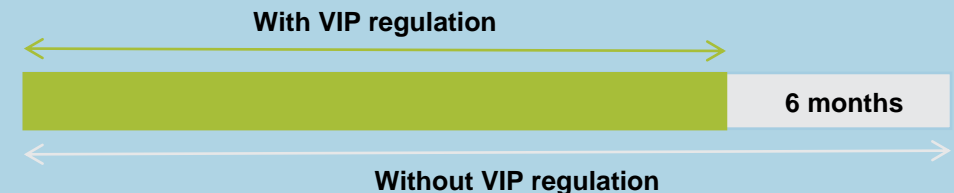
## Eligible Project



**0% CIT for 20 years**

- ✓ Project of State importance
- ✓ Dedicated project team
- ✓ Simplified and streamlined procedures

You will save up to 6 months on project implementation





## **Success in Lithuania**

# Well-balanced living pace



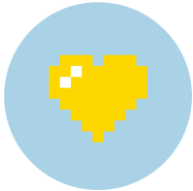
**11<sup>th</sup> for Work-Life Balance**  
out of 41 OECD countries<sup>1</sup>



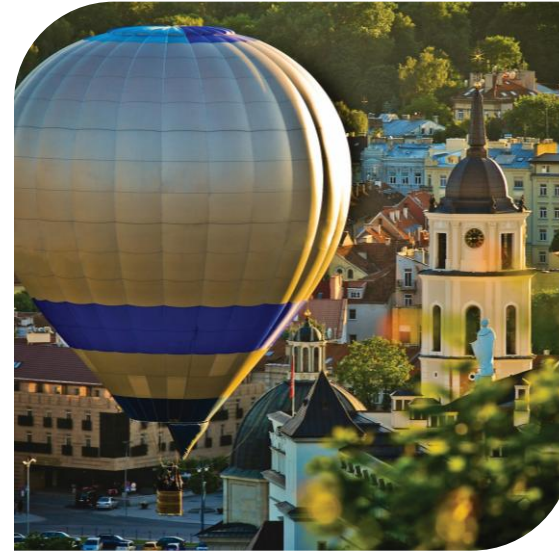
**European Green Capital 2025**  
Vilnius was elected as the greenest city for its strong commitment to sustainability<sup>2</sup>



**16<sup>th</sup> happiest country globally**  
and the 1<sup>st</sup> in the CEE<sup>3</sup>



**2<sup>nd</sup> in the CEE**  
for digital quality of life<sup>4</sup>



- Source 1: OECD Better Life Index, 2020.
- Source 2: European Commission, 2024.
- Source 3: World Happiness Report 2025.
- Source 4: Surfshark, 2024.



# Pon.Bike invests in Lithuania

Pon.Bike, the world's **leading bicycle company**, will open a new manufacturing facility in Kėdainiai FEZ months earlier than planned: **June 2024**.

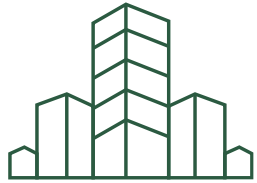
The Lithuanian site will produce around **450,000 Bikes yearly** and around **600 people** are expected to work in the new facility. Investment **€ 57 M**.

The impressive **40,000 m<sup>2</sup> facility** meets BREEAM Excellent Sustainable Building certifications, has an **A++ energy** rating and a **10,000 m<sup>2</sup> rooftop** solar power plant.

## Pon.Bike plant (40.000 sqm) built in 19 months

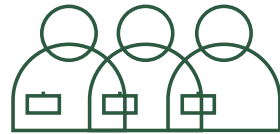


# Rheinmetall



180

CAPEX, M EUR



150

New FTEs

Germany's defence giant Rheinmetall has solidified its partnership with Lithuania through a joint venture to establish a cutting-edge 155mm artillery ammunition production plant.



# NTT Data

- Joint-Venture of NTT DATA and Lithuanian IT consulting provider Reiz Tech to start a company LITIT.
- 

- The company provides IT consultancy, IT-based solutions, customer software development and other services for DACH region.
- 

100 specialists will be employed during the first year of operations.

**NTT DATA**

 **NTT Group**

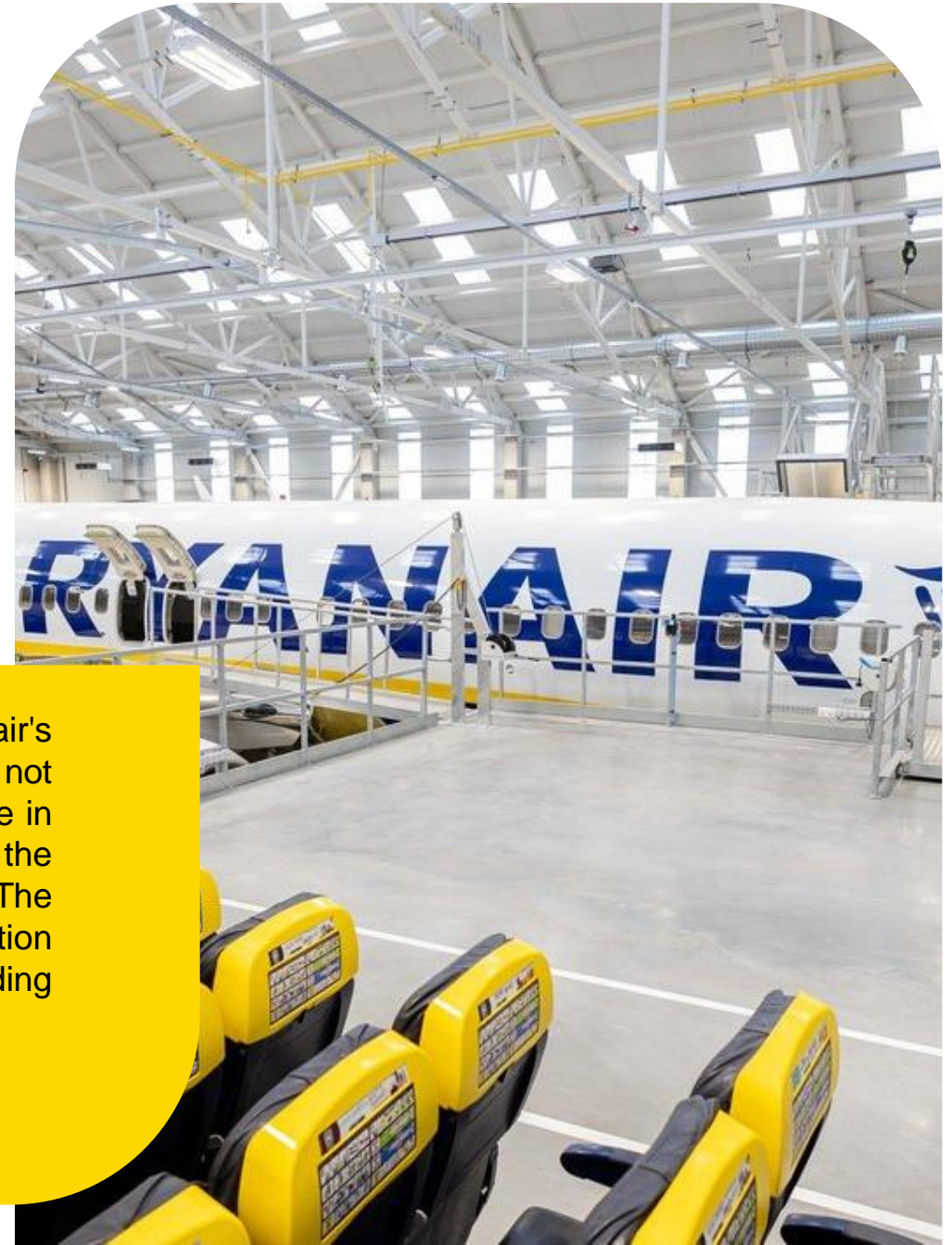




<b>Functions</b>	Aircraft MRO
<b>Origin</b>	Ireland
<b>Location in Lithuania</b>	Kaunas
<b>Established</b>	2012
<b>FTE</b>	351

The opening of the second hangar at Kaunas is evidence of Ryanair's continuous commitment to the region. This EUR 20 million investment not only strengthens our servicing capabilities but also underscores our role in supporting economic growth and job creation. We take pride in the contribution we make to the expanding aviation industry in Kaunas. The second hangar demonstrates our strong investment in upgrading aviation infrastructure in Lithuania to accommodate the continually expanding Ryanair fleet, which is evident through our growing schedule.

**Eddie Wilson**  
CEO of Ryanair



# Continental

<b>Functions</b>	Manufacturing of automotive electronics components
<b>Origin</b>	Germany
<b>Location in Lithuania</b>	Kaunas
<b>Established / expanded</b>	2018 / 2020
<b>FTE</b>	339 (2021) - 853 (2025)
<b>Investments</b>	>195M EUR (2024)



Kaunas is Lithuania's industrial center and the nation's leading electronics and automation hub. At the same time, its population of more than 40,000 students – around 10 percent of whom are specializing in electronics manufacture – puts a wealth of technical knowhow at our disposal. All in all, Kaunas is the perfect location for our new plant.

**Shayan Ali, Managing Director**  
**UAB Continental Automotive Lithuania**



## Continental plant (22.000 sqm) built in 16 months



# Leading multi-functional Business Service Centers

**Danske Bank**

**Functions:** IT, F&A, Compliance, Legal, Analytics, RPA, HR, Customer ops, Marketing

**Headcount:** 4740

**Established:** 2012, Vilnius

**Western Union**

**Functions:** IT, F&A, Compliance, RPA, HR, Customer ops, Procurement

**Headcount:** 1200

**Established:** 2010, Vilnius

**Nasdaq**

**Functions:** IT, F&A, HR, Customer ops, Sales & Marketing Support,

**Headcount:** 520

**Established:** 2015, Vilnius

**SEB**

**Functions:** IT, F&A, RPA, HR, Marketing

**Headcount:** 1700

**Established:** 2008, Vilnius

**CITCO**

**Functions:** IT, F&A, HR, Legal, Customer operations

**Headcount:** 930

**Established:** 2007, Vilnius

**Cognizant**

**Functions:** IT, Data Science, Analytics, Cyber Security.

**Headcount:** 200

**Established:** 2018, Vilnius

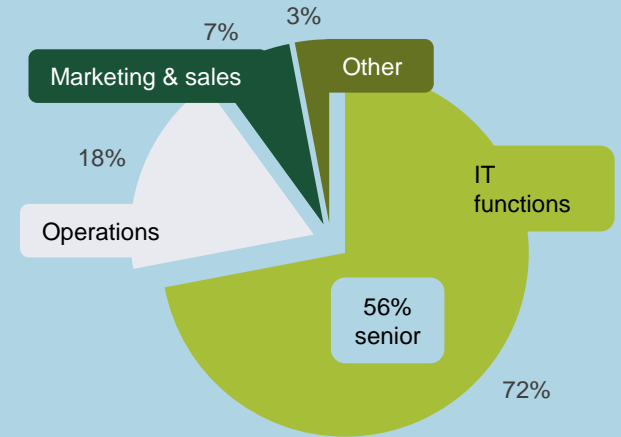
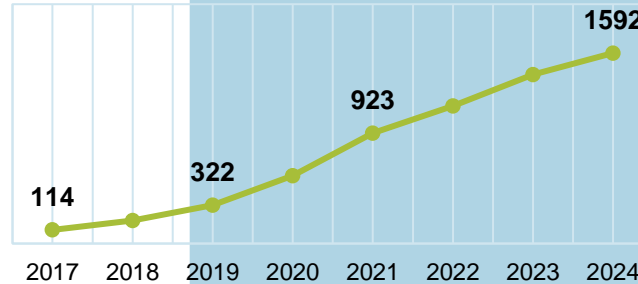
# Lithuanian Unicorns: growth & composition

## Vinted

<b>Functions:</b>	R&D, engineering, QA, product management and design, data science, operations, marketing, sales, support
<b>Headcount:</b>	<b>1592</b>
<b>Established:</b>	2008, Vilnius

1

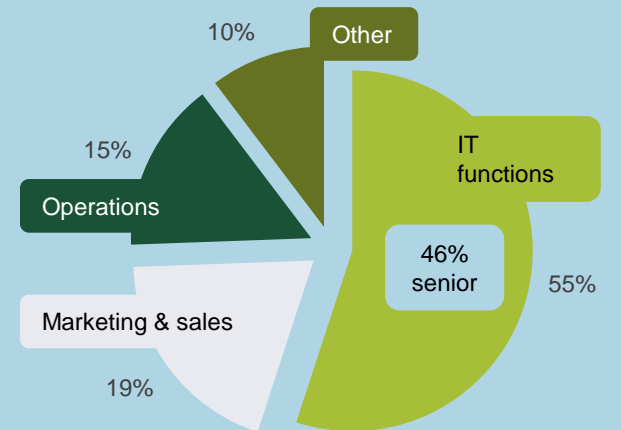
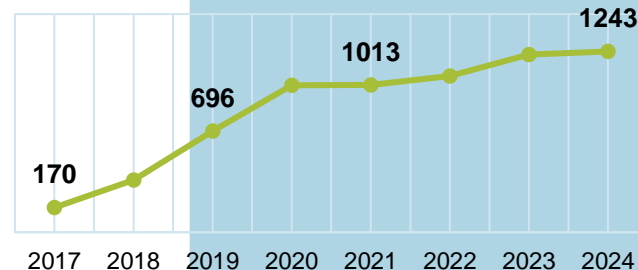
Vinted headcount growth in Lithuania



<b>Functions:</b>	R&D, engineering, QA, product management and design, cybersecurity, data science, operations, marketing, sales
<b>Headcount:</b>	<b>1243</b>
<b>Established:</b>	2008, Vilnius

2

Nord Security headcount growth in Lithuania



# Invest Lithuania

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