



**We speak  
fluent business**



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If I would start a  
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more time, I would  
definitely do it in  
Lithuania again.”**

*Ilja Laurs, CEO of GetJar*

 **Invest  
Lithuania**

[www.investlithuania.com](http://www.investlithuania.com)

**A country as ambitious  
as you are. Lithuania. Where  
people champion new ideas –  
and run with them. Where the  
entrepreneurial spirit runs deep  
within our DNA. Where our  
unique combination of passion  
and can-do ability paves the  
way for growth and success.**

**Looking for the next  
business opportunity?**

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# Let's talk Lithuania...

1

## **Talent**

With our highly-talented self-starters – exceeding expectations is a standard practice.

2

## **Cost competitiveness**

From growing productivity to shrinking your office space costs we are highly cost competitive.

3

## **ICT & infrastructure**

Our super-fast, reliable ICT network with transportation and infrastructure provide the perfect platform for growth.

4

## **Business friendly**

With our investor-friendly 0-15% tax breaks we put business growth in the fast lane.

5

## **Living standards**

We make the good life even better with our combination of natural beauty and urban sophistication.

## **We speak fluent business**

Over the past 20 years, we've invested heavily in our people. The result is a highly skilled, multilingual and motivated workforce ready to make your business flourish. Added to which, our cost competitiveness provides the ideal foundation for business growth.

And where better to enjoy your business success? Enchanting cities that fuse the hip with the historic. Glorious, unspoilt countryside. Pure, clean air. A wealth of cultural and social riches. The perfect place to live the good life to the full.

From advanced and robust information and communication infrastructure to high-speed, reliable logistics, Lithuania puts you in the fast lane. We're not just business friendly. We're business passionate.

**We're ready. Are you? Our work force is highly educated, high-achieving and looking for employers who can match their dedication and will to succeed.**

**1ST IN THE EU:**



Source: Eurostat 2011. Female labour force, as percentage of total labour force (50.29%).

**LANGUAGES:**



Source: Eurostat 2011. EU average: 54% of population speak 1 foreign language, 25% speak 2 foreign languages.

**Talent**

Lithuania's recent history of forward-thinking governance places particular emphasis on intelligent investment in our people. Comparative research has highlighted that Lithuania has one of the best-educated talent pools in the European Union. Investors' expectations have continually been exceeded as business growth rates have resulted in the employment of a person per day over the last three years.

Multinational companies that have seen their enterprises succeed in Lithuania consistently identify the key reasons for their success as our:

- superior quality of staff
- high number of graduates
- excellence of spoken English
- multi-lingual skills
- loyalty

If you're looking for new markets in which to expand, Lithuania not only has one of Europe's most educated, professional talent pools, but also provides the benefits of a workforce that is familiar with east, west and north European mindsets. The recent rise in our numbers of Scandinavian and Slavic language speakers has been particularly dramatic.

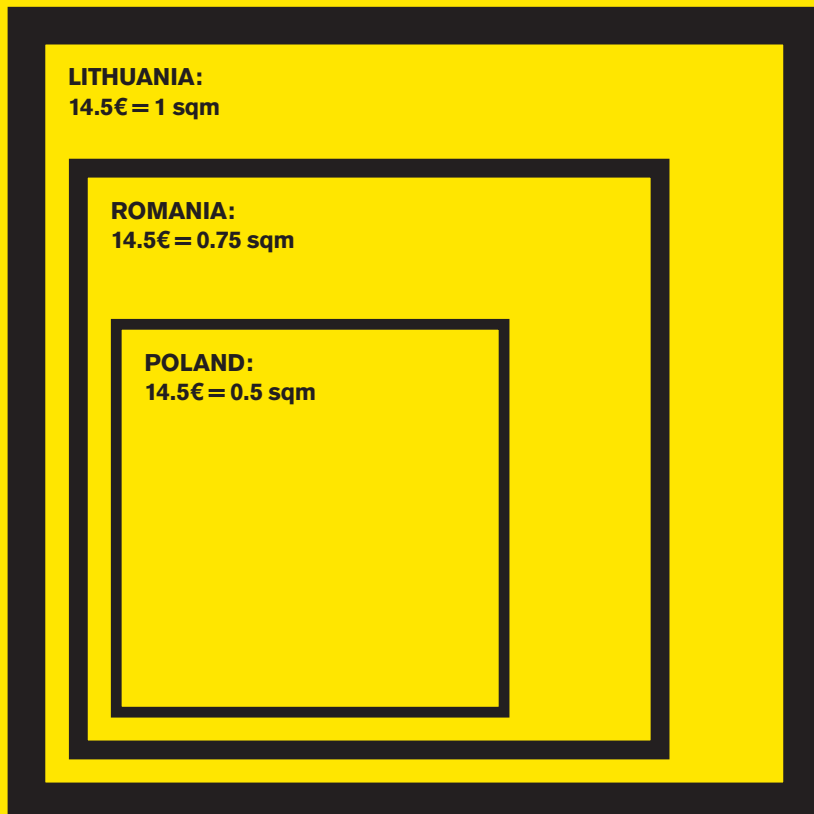
**“Lithuania has a range of talent, from raw talent to self-starters, to top talent which just needs to be noticed. Lithuania has all the ingredients to be a crucial hub in Europe for technology talent.”**

*Mike Butcher, European editor for Techcrunch*



# We've doubled your budget. Our cost competitiveness is your fast track to expansion.

FOR 14.5€ YOU CAN RENT THIS MUCH:



## Cost competitiveness

With our strategic location that positions Lithuania perfectly for serving both eastern and western markets, our ability to significantly reduce your costs becomes even more compelling.

What's more, with the fastest growth across the EU in labour force productivity, your profitability per employee is also particularly attractive.

Businesses in Lithuania enjoy one of the most flexible employment markets in central and eastern Europe, including the second most flexible wage determination amongst the EU members in the CEE.

With one of the five lowest corporate tax rates in the EU, Lithuania's business-friendly fiscal policy includes a range of deductible expansion expenses. R&D and experimental expansion expenses, for example, are fully deductible three times.

From office space to manufacturing plant, you'll also find the business property you want at rewardingly competitive prices.

“  
**Competitive labour costs, a highly qualified, dedicated, work force and simple country tax structure is very attractive for the growth of the business.**”

*Scott Coutts, Former Director Operations, Philip Morris, Lithuania*

## GROWTH IN PRODUCTIVITY IN EU: (2005-2012)



## LABOUR COSTS VS REST OF EU:



Source: National Department of Statistics, January 2013.

**How fast do you want to grow?**  
**Wherever you're aiming to take your business, we'll get you there faster with technology and infrastructure geared to your operational advantage.**



### ICT & Infrastructure

Embedded across the entire country, Lithuania's advanced information and communications network is super-fast and ultra-reliable. Chatting from New York with your team over here feels like a local call.

If you're looking for cutting edge, it's sharper here. Innovation is in our blood. Lithuania is the regional leader for technological start-ups.

Between 2009 and 2011, the annual rate of apps developed in Lithuania rocketed by 1500%. The world's second best-selling app store after Apple – GetJar – emerged from here. Our nine (and counting) science and technology parks provide the ideal infrastructure for setting up new ventures and for growing existing businesses.

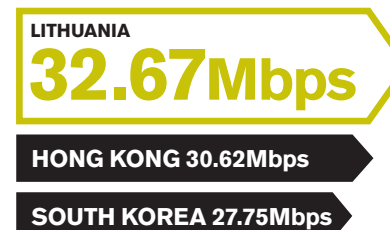
And you could be here in less than three hours from any European city via one of our four international airports. Onward journeys to Scandinavia, the CIS and Asia are simple with a range of intercontinental shuttle services via air, rail, road and sea. Berlin by daybreak? Moscow by midday? No problem.

Our sophistication and efficiency as a proven transport corridor and logistics hub are superlative. And Lithuania's unique business links with eastern markets are especially helpful for companies looking to expand there.

**“Lithuania's convenient infrastructure, sea port, road and rail connections, highly developed communications and IT literacy really count.”**

*Scott Coutts, Former Director Operations, Philip Morris, Lithuania*

**HIGHEST BROADBAND SPEED IN EU & 2ND WORLDWIDE:**



**JOURNEY FROM ANY MAJOR EUROPEAN CTY:**



Figures quoted are for upload speeds.  
Source: [www.netindex.com](http://www.netindex.com)

**Supercharge your business.**  
**We don't just help you set up.**  
**We make sure you hit the**  
**ground running.**



#### **Business friendly**

Given the need for speed in today's global marketplace, Lithuania has become northern Europe's pre-eminent service hub. You can set up a company here in just three days.

Our stable political and macroeconomic environment is safeguarded by our membership of the EU, NATO, WTO and Schengen Area. Against this backdrop, Lithuania's commitment to business-friendly policy ensures we provide comprehensive state support for new investment in our economy.

Specifics include our network of growth zones dedicated to science, technology and business development. These include four state-sponsored and four private industrial parks, seven special economic zones with tax holidays, and five special areas exclusively for high-tech industries.

“  
**If I would start a  
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*Ilja Laurs, CEO of GetJar*

**4TH LOWEST CORPORATE  
TAX RATE IN THE EU IN 2012**

**TAX  
TAX  
TAX  
TAX  
TAX**

Source: State Tax Inspectorate Under the Ministry of Finance of the Republic of Lithuania

**TIME TO ESTABLISH A BUSINESS**



**Be amazed day in and day out.  
Discover the most vibrant and  
beautiful places to do business.**

“  
**Vilnius is a great city and an  
attractive location for people  
who want to make significant  
developments. It provides a  
lifestyle that investors would  
be looking for.**”

*Avner Warner, Director of International  
Economic Development, Tel Aviv*



### **Living standards**

From jazz to classical. From theatre to dance. From concerts to festivals. Lithuania's cultural riches satisfy even the most demanding artistic appetites.

As The New York Times declared, the capital city of Vilnius ranks alongside Copenhagen, Barcelona and Cape Town for being a smart, well-managed city with a hip vibe.

Home to eight urban green parks and an old town that rates as a Unesco World Heritage site, Vilnius is renowned for the purity of its air. Beyond the city walls, five national parks provide seemingly endless virgin forests and marshlands overflowing with wildlife.

Whether you enjoy raising your game at the smartest golf courses, relaxing at the most luxurious spa resorts or preparing for the slopes whenever you want at our indoor ski complex, Lithuania provides the perfect setting for the good life.

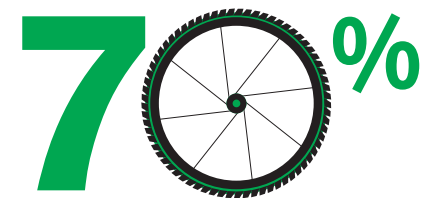
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### **GREEN CITY INDEX**



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### **MODE OF TRANSPORT IN VILNIUS**



**WALK, CYCLE, BUS**



# Lithuania at a glance

ACCESSIBLE CONSUMERS WITHIN BALTIC SEA REGION, EU AND CIS MARKETS

**700+ million**

POPULATION<sup>1</sup>

**3 million**

GDP GROWTH RATE (2012)<sup>1</sup>

**3.7%**

GDP PER CAPITA (EUR, 2012)<sup>1</sup>

**10,978**

CURRENCY - LITAS PEGGED TO EURO

**3.45 LTL / 1 EUR**

CORPORATE PROFIT TAX (4TH LOWEST IN EU 2012)<sup>2</sup>

**15%**

LAND TAX<sup>3</sup>

**0.1–4%**

REAL ESTATE TAX<sup>3</sup>

**0.3–3%**

R&D EXPENSES FULLY DEDUCTIBLE BY<sup>4</sup>

**3 times**

PERSONAL INCOME TAX<sup>2</sup>

**15%**

SOCIAL SECURITY TAX PAID BY EMPLOYER<sup>3</sup>

**≤30.98%**

COUNTRIES WHO HAVE TAXATION TREATIES WITH LITHUANIA WITHIN MAJOR MARKETS<sup>4</sup>

**48**

TAX INCENTIVES: CORPORATE INCOME TAX WITHIN SPECIAL ECONOMIC ZONES<sup>5</sup>

**0%**

VAT STANDARD<sup>5</sup>

**5–21%**

EASE OF DOING BUSINESS IN WORLD<sup>5</sup>

**27th**

WITHHOLDING TAX ON DIVIDENDS<sup>\*\*</sup>

**0%**

WITHHOLDING TAX ON INTERESTS<sup>\*\*2</sup>

**0%**

\* for foreign residents owning at least 10% shares; 15% in other cases

\*\* if paid to the European Economic Area or country with which Lithuania has an effective tax treaty; 10% – other cases.

1. Source: Statistics Lithuania

2. Source: State Tax Inspectorate Under the Ministry of Finance of the Republic of Lithuania

3. Source: State Social Insurance Fund Board of the Republic of Lithuania under the Ministry of Social Security and Labour

4. Source: Ministry of Economy of Republic of Lithuania

5. The World Bank Group, 2012

## LABOUR POOL STRUCTURE

**8%**

Construction

**9%**

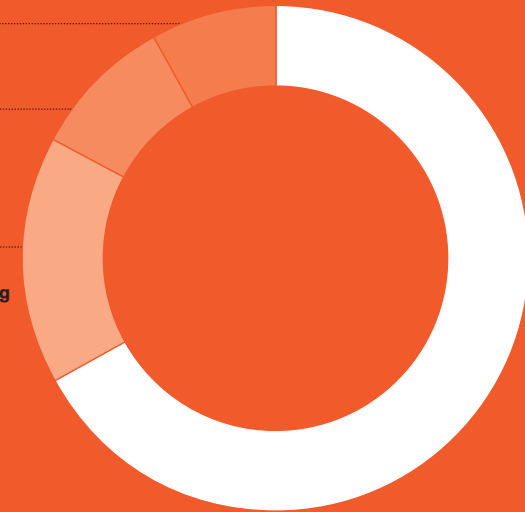
Agriculture

**16%**

Manufacturing

**67%**

Services



## TALENT – STUDY AREAS AT UNIVERSITIES AND COLLEGES

**13%**

Other

**6%**

Architecture & Construction

**8%**

Humanities

**8%**

Healthcare

**9%**

Law

**35%**

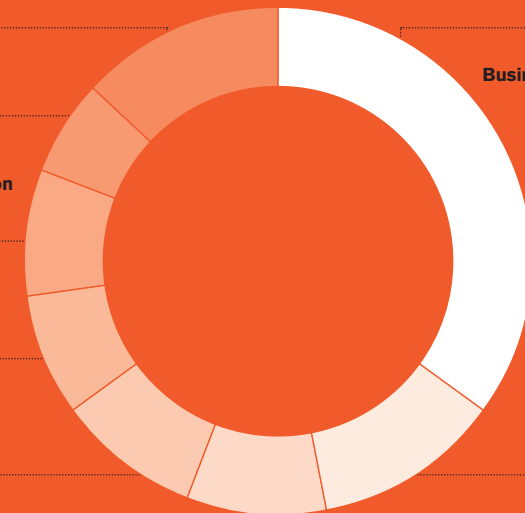
Business administration and social sciences

**12%**

IT & Industry

**9%**

Pedagogics



## Great minds think alike

### Shared Service Centres and BPO: IT, Banking, HR, Finances and others:



IT services and outsourcing

**Headcount:**  
290+



IT Shared service centre

**Headcount:**  
300+



IBM Global Business Services centre

**Headcount:**  
250+



Technology Centre (BTC) Lithuania, strategic engineering centre, supporting the Barclays Retail Banking businesses across the globe

**Headcount:**  
950+



Shared service centre for banking process and payment administration

**Headcount:**  
590+



European Regional Operations Centre

**Headcount:**  
790+

### Life Sciences and Manufacturing:



**Manufacturing:**  
Biotechnological pharmacy

**Headcount:**  
200+



**R&D & Manufacturing:**  
Enzymes, reagents and kits for molecular and cellular biology

**Headcount:**  
450+



**Manufacturing & Service:**  
Medical equipment

**Headcount:**  
90+



**Manufacturing Plant:**  
Petfood

**Headcount:**  
800+



**Manufacturing:**  
Farm Machinery

**Headcount:**  
70 expanding to 250



**Manufacturing Facility & Distribution Centre:**  
Electronics assembly, cable harness, box-build products, testing

**Headcount:**  
350+

And many more...

## Advisory package

We strive to tailor our support to the individual needs of each specific investor.

### Investment Assistance and Project Management:

- search for matching investment partners
- building reliable contact networks with HR, finances, legal, real estate and other professionals
- guidance through the investment location
- liaising with government and municipal bodies
- general assistance until the start of operations
- continuous investment support and project development services

### Invest Lithuania advises and assists you through every step of setting up your business:

1.

**Meet Invest Lithuania**  
Meet us at events, business meetings or by contacting us directly.

Find out information on the business environment.

2.

**Visit Lithuania**  
We will introduce you to your potential business partners and local suppliers' network.

We also arrange face-to-face meetings with state representatives and current investors.

3.

**Choose Lithuania**  
Register your business, make your final decision on your office location, recruit your workforce.

Apply to government incentives programmes with our assistance.

4.

**Aftercare**  
We listen to your proposals and act upon them mediating between you and the state bodies, therefore improving the business climate in Lithuania.

We support and advise you further on your expansion plans.



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