

BUILDING THE BEST BENEFIT PACKAGE FOR INTERNATIONAL TALENT

**Why provide benefits?
Because they are proven to deliver.**

**Higher retention
and loyalty:**

92%

of employees consider
employment benefits as
important for their overall
job satisfaction

**Stronger
employer brand:**

63%

of job seekers surveyed
say they pay attention to
what benefits a company
offers

**Increased
productivity:**

access to medical care
and wellness programs
inspire employees to be
healthier and more
productive

EMPLOYEE BENEFITS: THE GLOBAL PICTURE & THE LITHUANIAN VIEW

| Employees' cost-saving | Financial extras | Flexibility-related perks | Office & other perks |
|---|-------------------------------------|--|---------------------------|
| Private health insurance | Referral bonus | Flexible work time | Coffee at the office |
| Training budget/opportunities | Additional pension contributions | Work from home | Company events |
| Gifts | Stock options | Work from abroad | Team-buildings |
| Mental health consultations | Profit-sharing program/annual bonus | Budget for home-office setup | Fruits and snacks |
| Flexible benefit plan? | Payout for major life events | Additional days off (seniority, recovery days, etc.) | Free/partly covered meals |
| Gym membership/office gym | Life insurance | Paid volunteering time | Workation with the team |
| Transportation coverage (parking/public transport /taxi budget/other) | | | |
| Relocation package for international employees | | | |
| Charity contributions | | | |



Yellow highlight denotes that this benefit is favored by more than 50% of Lithuania based companies surveyed.

GET RESULTS WITH BENEFITS POPULAR ABROAD

You can consider:

Childcare/elderly care assistance

Pet insurance

Educational assistance/student loan repayment

Diversity and inclusion initiatives (employee resource groups, diversity training programs, etc.)

Transgender healthcare

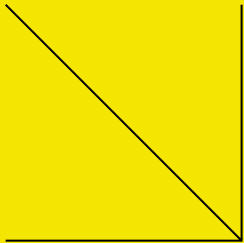
Fertility benefits

Disability insurance

Commuter benefits, and so on.

Sources: Forbes, Indeed, MetLife

HOW CAN MY COMPANY BUILD A VALUABLE BENEFITS PACKAGE?



Consider the needs of your employees – conduct a survey

Make sure all benefits are affordable

Know the law

Enable personalization and ease of use if possible

Communicate the benefits to your employees – they should know what benefits are available and how to take advantage of them

Track the use of benefits

Sources: Forbes, AIHR

48%

of the companies tend to review their benefit policy yearly – according to either the company's financial situation (24%) or employee needs (24%).

According to a recent Work in Lithuania survey, companies in Lithuania aim to strike a balance between employees' needs and cost-effectiveness.

Source: Work in Lithuania survey of partner companies about their benefits practices (2024)