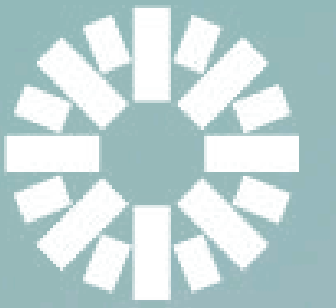


Amrop

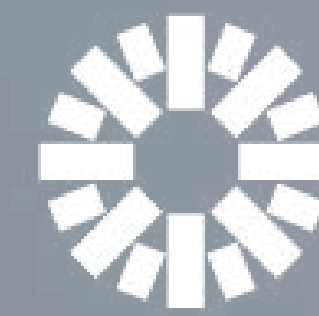
Wrapping up the Year at Amrop Latvia

We are excited to share a glimpse into Amrop Latvia's achievements in 2024, marking significant milestones and deepening client relationships.



Amrop

In 2024, we strengthened our client relationships and doubled our engagements with scale-up companies that are expanding globally, with over **20%** of our assignments involving businesses in their initial stages of development.



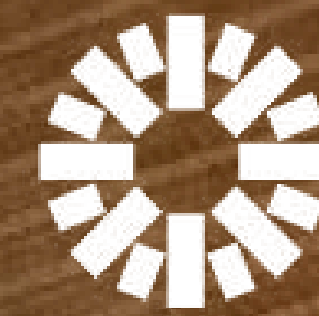
Amrop

We are honoured to serve as trusted advisors at the highest level, with approximately **50%** of our assignments focusing on board-level positions. We facilitate high-profile searches for board members for significant state-owned companies, such as *Augstsprieguma Tīkls*, *LDz Cargo*, and others.



Amrop

Last year approximately 30% of assignments were for production companies, all export-focused and expanding businesses.



Amrop

We supported our client's goals at every step of their expansion – to name just a few, rapidly growing innovative robotics companies, expanding business revolutionising the servicing of wind turbines, innovative smart nutrition producer, successful sustainability consulting business, and many more.



Amrop

We supported our customers in enhancing board-level diversity in the largest insurance and energy companies in the Baltics, while also advising on diversity issues and providing coaching and training on intercultural awareness and communication skills.



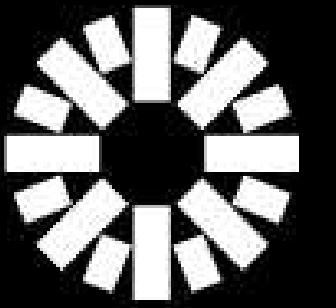
Amrop

We partnered with one of the largest beverage companies to facilitate a CFO succession process, supported an innovative optical fiber and laser manufacturer with leadership succession, and strengthened the digital leadership of an innovative wellness products company.



Amrop

We successfully utilised our global Digital practice group, conducting Chief Cybersecurity function leader search in 12 Western and Eastern European and Nordic markets for one of the largest providers of financial services in the Baltic region.



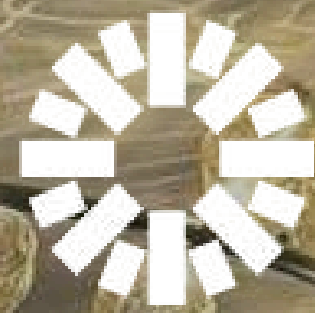
Amrop

Besides professional services in Latvia, we supported our customers with the expansion of their leadership teams in the Baltics, Nordics, Spain, the Balkans, Ukraine, Australia, Switzerland, France, Austria, and other regions.



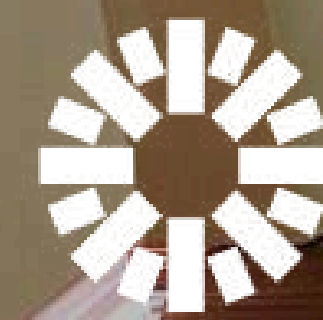
Amrop

We provided pro bono support and further assistance for executive board creation for the *Ministry of Defence of Latvia* and *State Defence Corporation* underlining our commitment to enhancing national security.



Amrop

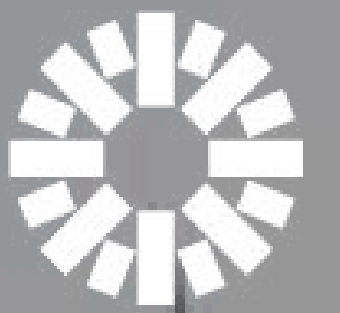
We welcomed our esteemed clients at the customer event, hearing valuable insights regarding their challenges and learnings surrounding the advancement of international business and formation of international management teams and showcasing *Aerones* and *Grindeks* stories.



Amrop

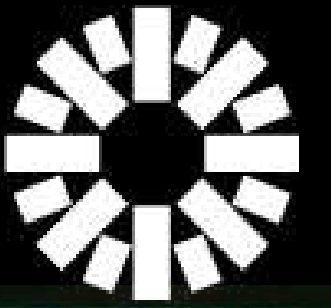


During the last year, we actively participated and presented at various industry events, sharing our expertise and insights on significant topics.



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We discussed evolving finance leadership at the *Riga Graduate School of Law* and shared trends in Compensation and Reward system development with *Riga Business School* Executive MBA students.



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HOW TO BUILD A BOARD AND HOW TO BECOME
A PERFECT CANDIDATE FOR IT



Aiga Ārste-Avotiņa

Managing Partner
Latvia, Amrop

Kairi Raudmets

Country Manager Estonia, Pedersen
& Partners

Šarūnas Dyburis

Managing Partner Lithuania,
AIMS International

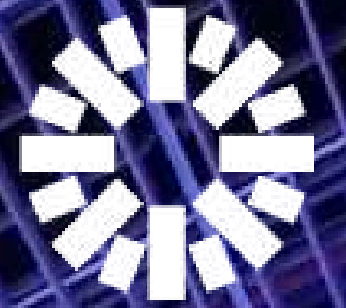
Erik Sakkov

Moderator

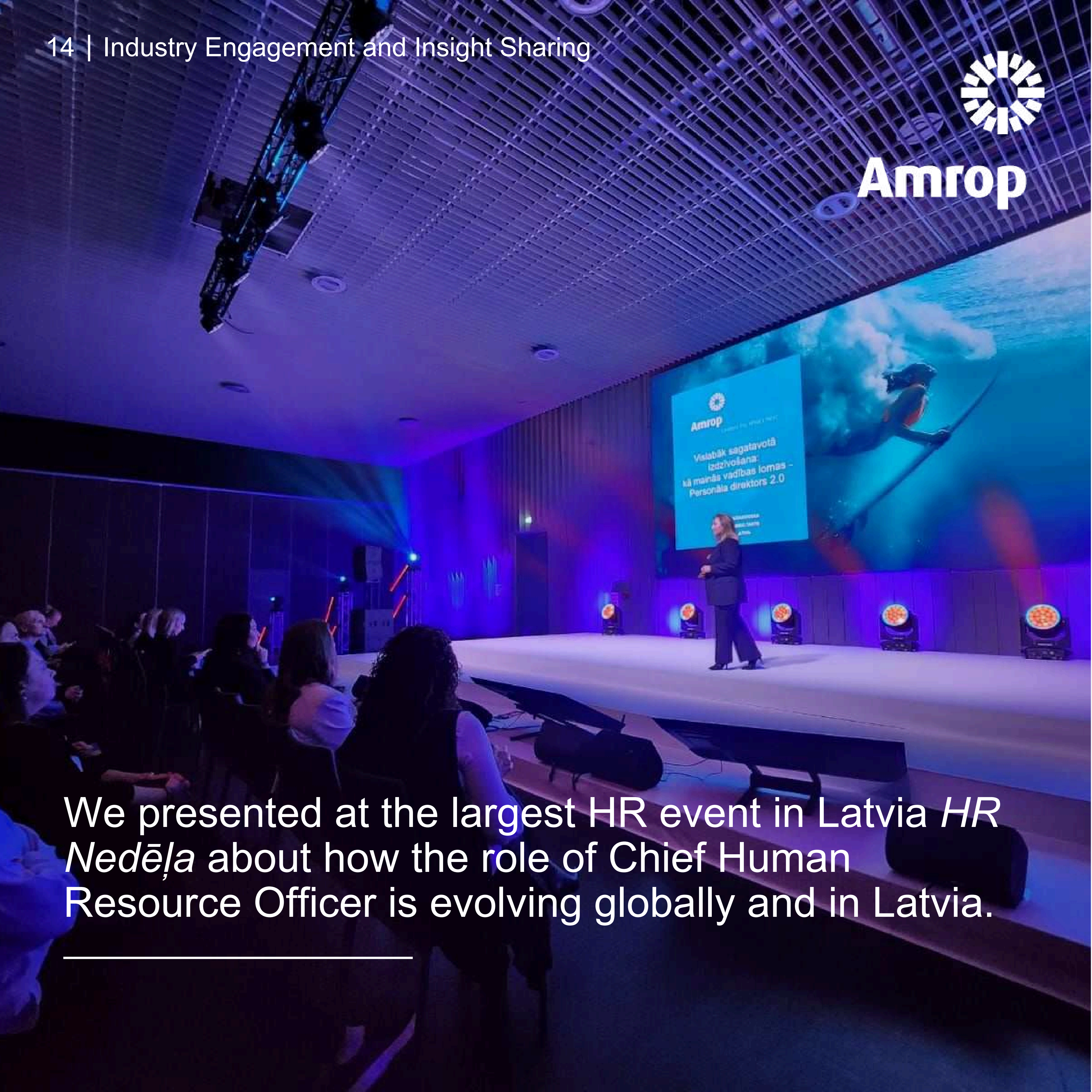
Country Manager Estonia,
Baltic Institute of Corporate
Governance



We shared insights on How to Build Boards and How to Become a Board Member in the Baltic Webinar for Estonian, Lithuanian, and Latvian business owners and Board candidates with the *Baltic Institute of Corporate Governance*.



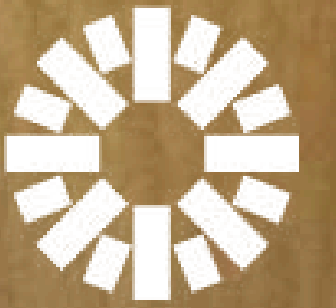
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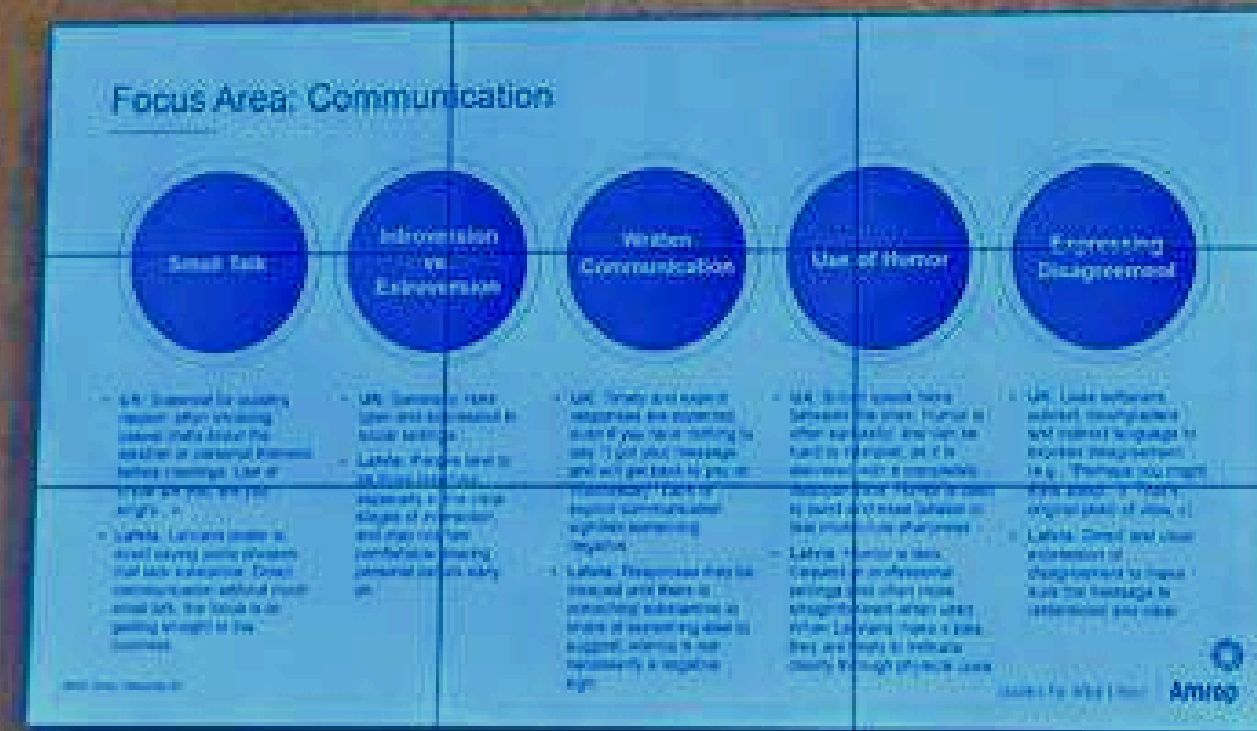
We presented at the largest HR event in Latvia *HR Nedēļa* about how the role of Chief Human Resource Officer is evolving globally and in Latvia.



We moderated and presented insights at the “Diversity, Equality, and Inclusion” conference, organized by the *Sabiedrības integrācijas fonds / Society Integration Foundation Republic of Latvia*.



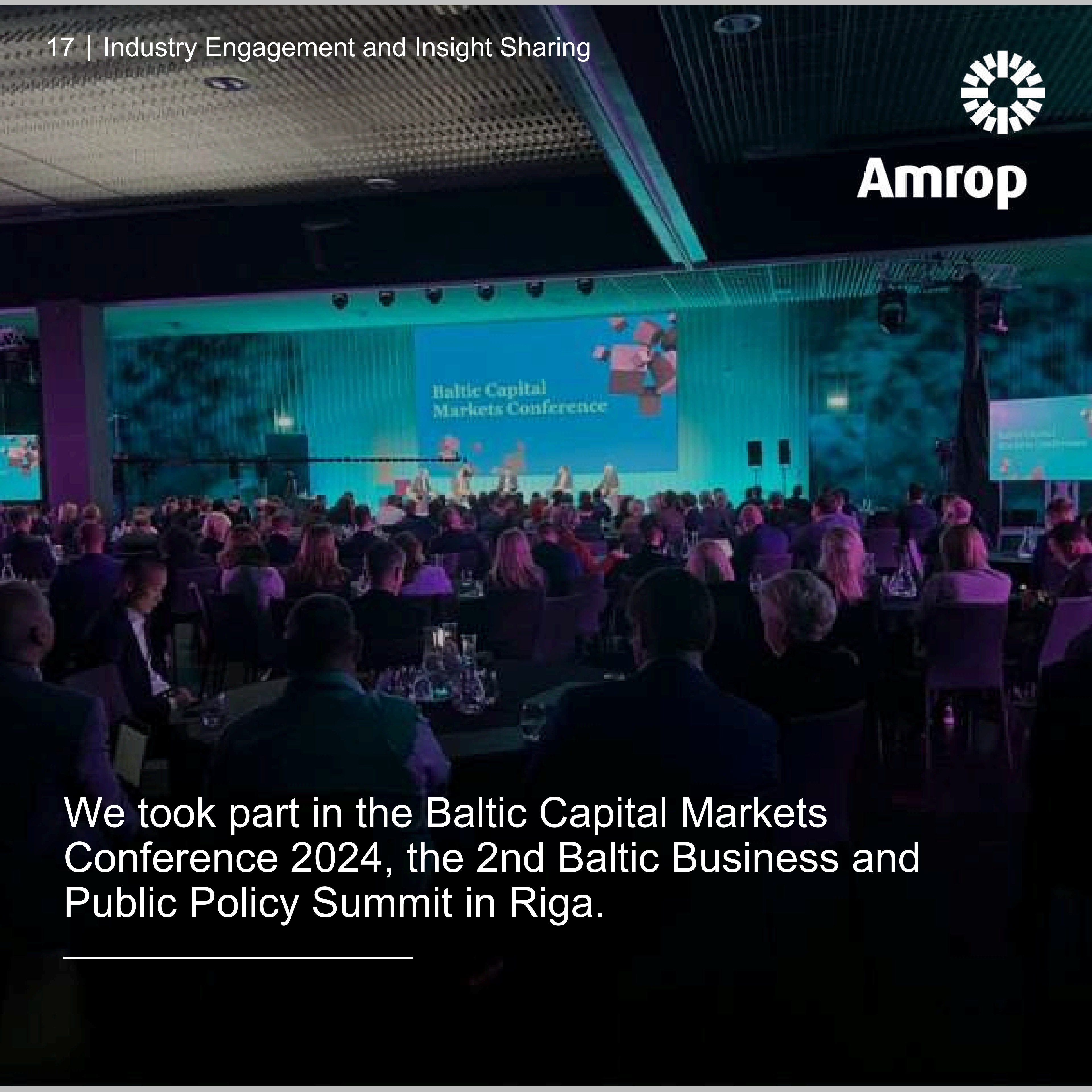
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We discussed business culture differences between the UK and Latvia with the GoCardless Global leadership team.



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We took part in the Baltic Capital Markets Conference 2024, the 2nd Baltic Business and Public Policy Summit in Riga.

Forbes



Paliksim Latviju vai iekarosim pasauli **Amrop**



**Kultūru daudzveidība
var kļūt par uzņēmuma
stipro pusi, veidojot
unikālus produktus
un pakalpojumus kā
priekšnosacījumu radošu
mikroklimatei.**

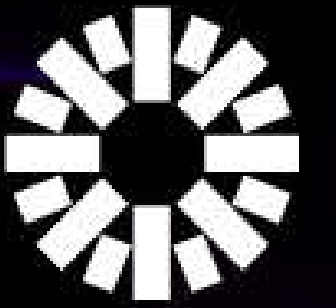
Amrop's Principal Natalja Gudakovska was featured in Forbes Latvija on the critical role of ambition, innovation, and cultural acumen in scaling businesses for global markets.

ANTIBIROKRĀTS
AR EKONOMIKAS MINISTRU
AR SAVU
DARBU PLĀNO UZLABOT

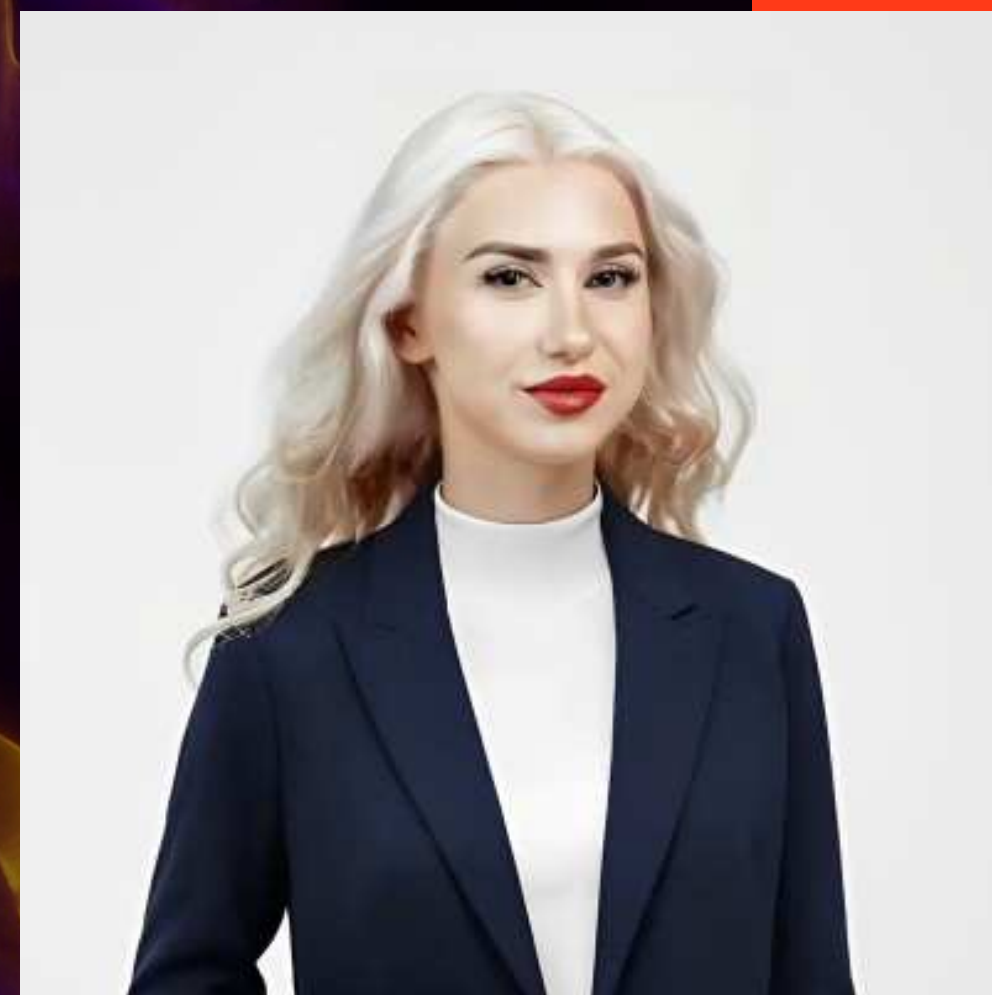


We hosted Amrop Nordic Partner meeting in Riga on April hosting over 25 Amrop Partners from Nordics, Baltics, Poland, the Netherlands, and our global leadership team discussing important topics around Business Development, AI Innovation, Cross Border Cooperation, and Customer Centricity.





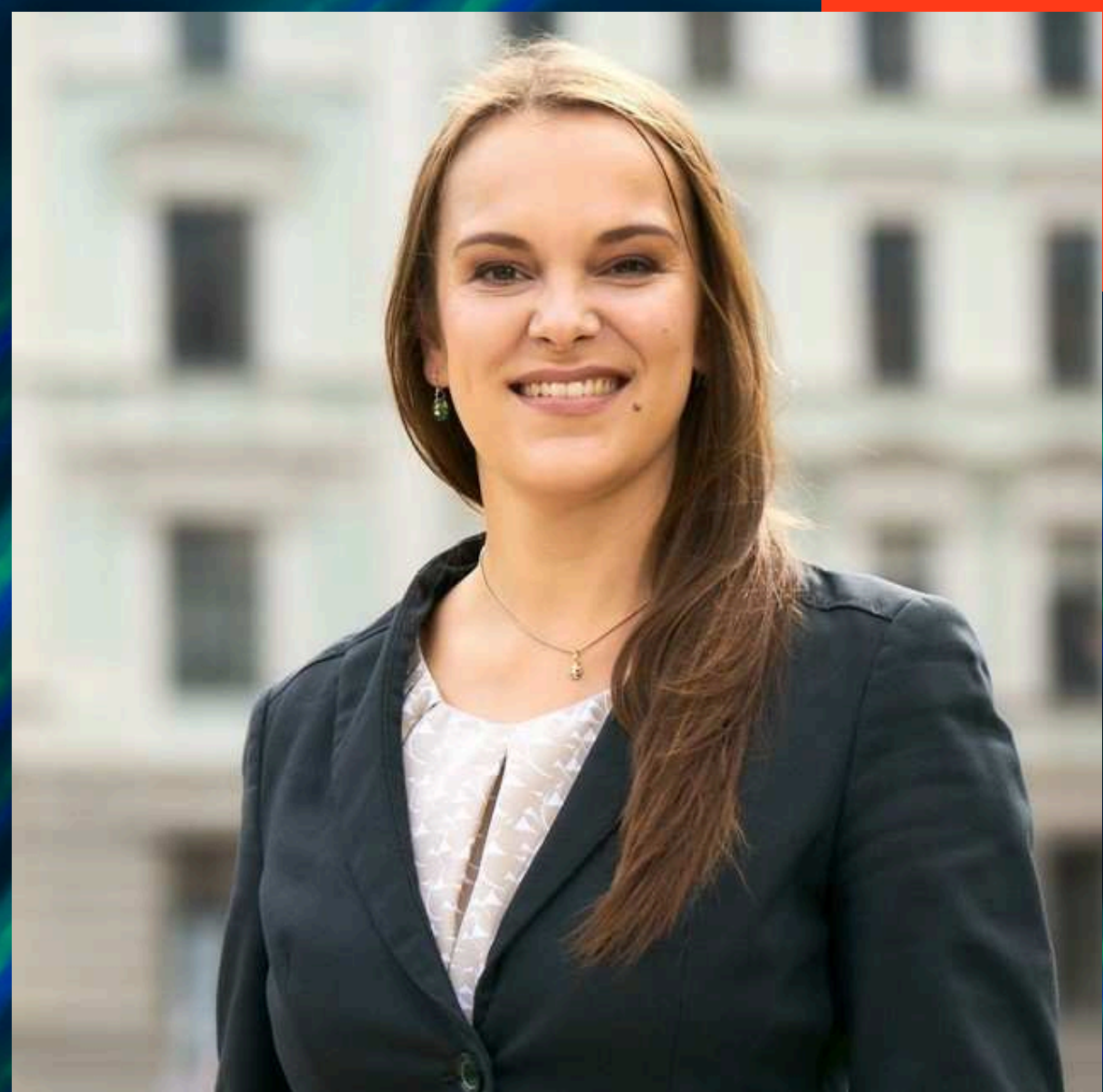
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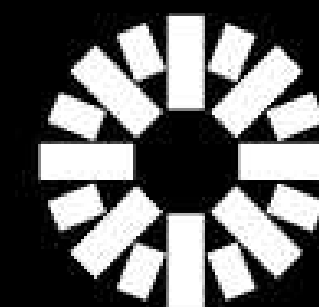
We announced the well-deserved promotions of Natalja Gudakovska to the position of Principal at Amrop Latvia and Amanda Ancveire to the position of Senior Researcher.



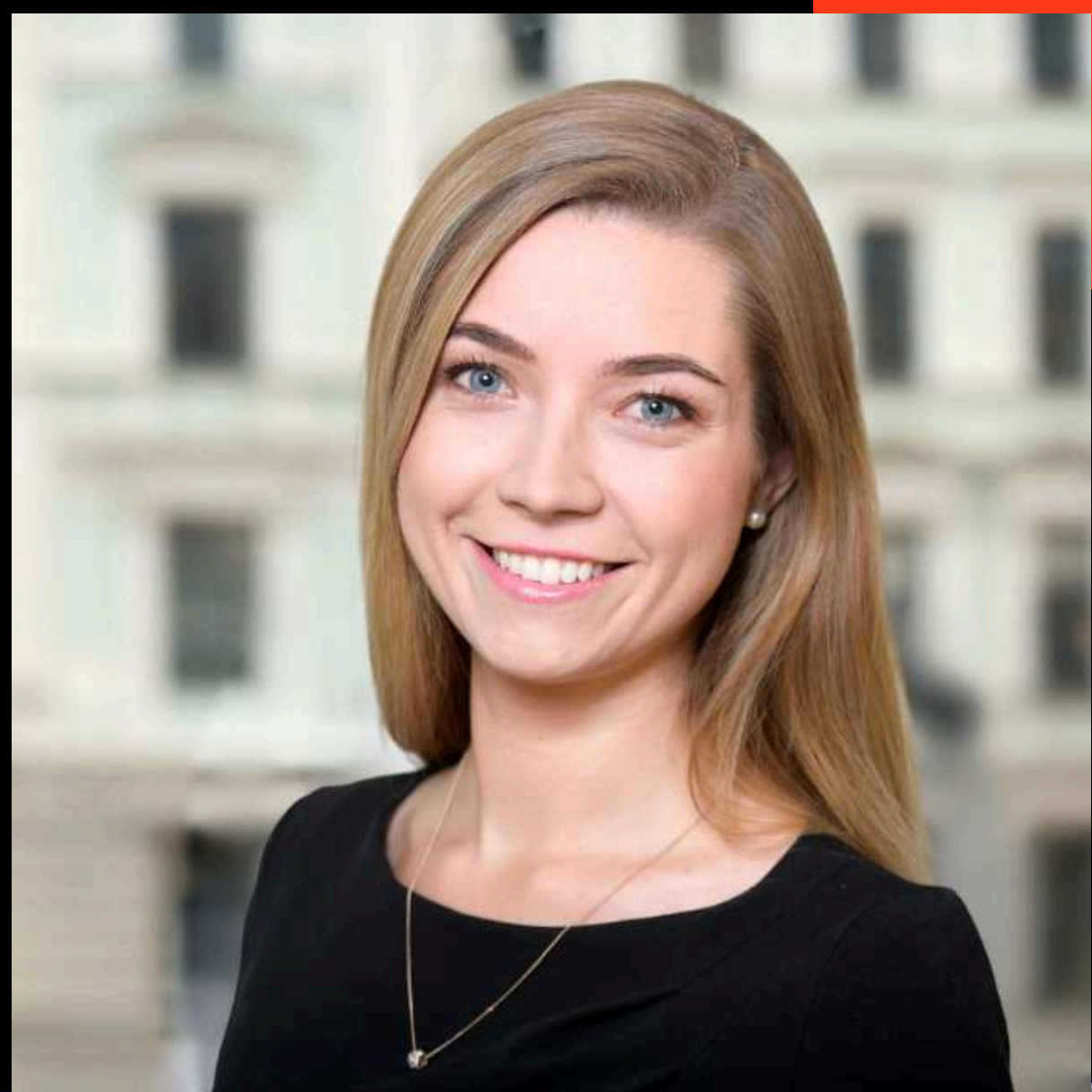
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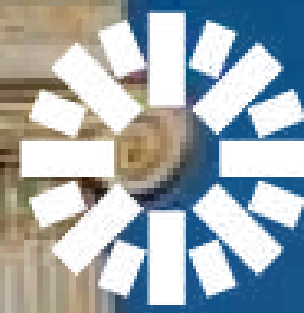
We were pleased to see Astra Pudāne return to Amrop Latvia as a Senior Consultant, strengthening our expertise in technology, digital, financial services, and tech searches. Over more than a decade at Amrop, Astra progressed from Researcher to Assignment Manager. During her time away, she gained valuable experience with leading Baltic banks and insurers, recruiting and developing tech talent for large corporates.



Amrop



We welcomed Linda Pecina as a Senior Researcher and Marketing Coordinator at Amrop Latvia. With expertise in administrative management and marketing coordination, Linda fosters collaboration and innovation, bringing fresh perspectives to executive search and supporting continuous improvement.



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We were happy to see that our Principal Natalja Gudakovska has been recognised and selected for Amrop Global Explorers program 2024 as one of six young talents and future leaders for Amrop worldwide.

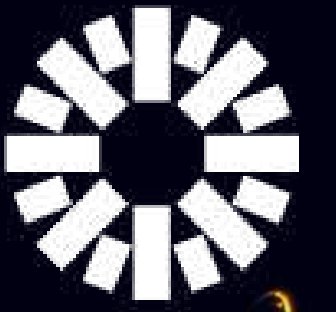




To strengthen team cohesion, we enjoyed events like a boat trip, a summer gathering at Pavāru

Māja, a cocktail masterclass at Ferma, and a market tour led by Chef Mārtiņš Sirmāis. We also joined the CEE Team Event in Halkidiki, Greece, focusing on our strengths, growth opportunities, and digital and AI insights.





Amrop

Thank you for being part of our journey! Looking forward to sharing more achievements and milestones with you in the years to come.
