

ANNIKA VAIT

Partner, Attorney-at-Law

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Fields of expertise:

Corporate and M&A – Co-Head of Practice
Construction and Real Estate
Employment and Foreign Recruitment
Finance and Banking
Technology

Introduction

Annika Vait is a partner at RASK Attorneys-at-Law, co-head of the corporate advisory practice and one of Estonia's most highly regarded business advisors. She advises clients on corporate law, mergers and acquisitions (M&A), employment law and a broad range of ongoing business advisory matters – from drafting and negotiating complex agreements to representing clients in dispute resolution proceedings where necessary.

Her previous experience as an entrepreneur – as the founder, partner, and leader of ALTERNA law firm – gives Annika a deep understanding of the needs of entrepreneurs' and enables her to provide practical, solution-oriented legal solutions. Many of her long-standing clients rely on her as their day-to-day legal advisor, valuing her ability to combine legal precision with strong commercial insight.

In addition to her professional practice, Annika has been an active member of the Estonian Bar Association's Business Law Committee for more than a decade, contributing to the development of Estonia's legal framework. She has co-authored legal handbooks for Äripäev and collaborated with Addenda as a long-term contributor to their legal blogs. Annika also serves on the Equal Treatment and Well-Being Working Group of the Responsible Business Forum and has, for many years, contributed to the Human Rights Centre's annual reports and helped promote legal awareness through various programmes.

Her dedication to the intersection of law and society has been recognised by the Estonian Bar Association, which nominated her for the prestigious "Diamond" title.

Membership:

Member of the Bar since 04.03.2008

Member of the Bar Association's Business Law Committee

Member of the Equal Treatment and Well-Being Working Group of the Sustainable Business Estonia (KELL)

Languages:

Languages: Estonian, English

Professional background:

2024 - ...	Partner, Attorney-at-Law, RASK Attorneys-at-Law
2012 – 2024	Partner, Attorney-at-Law, ALTERNA Law Firm
2007 – 2012	Attorney-at-Law, Glikman & Partnerid Law Firm
2004 – 2007	Senior Lawyer, BIGBANK AS

Education:

2004	Faculty of Law of the University of Tartu, MA
2002	Faculty of Law of the University of Tartu, BA

Public appearances:

- Annika Vait spoke at the Addenda FinantsTreff 2025 conference on the topic of management board member liability. »
- Annika Vait and Timo Kullerkupp spoke at the Pärnu Finantskonverents 2025 about the responsibilities of (finance) executives. »
- Annika Vait and Kai Villemson conducted an online training “How to Prepare Guidelines for Handling Whistleblower Reports”. »
- Annika Vait and Kai Villemson spoke at the webinar “Whistleblower Protection Act – New Obligations for Employers. »
- RASK Partner Annika Vait delivered a presentation at Accountants’ Day 2024 titled “Amendments to the Commercial Register – Reinstatement of a Deleted Company”. »
- Annika Vait moderated the discussion “Why Governance Matters?” on the Impact Day Sustainability Stage. »

Recognition:

One of Europe’s most influential legal market publications, The Legal 500, has recognised Annika Vait as one of Estonia’s leading experts in corporate advisory and M&A, awarding her the “Leading Individual” title.

Annika’s dedication at the intersection of law and society has also been acknowledged by the Estonian Bar Association, which nominated her for the prestigious “Diamond” title in 2024.