

ANNIKA VAIT

Partner, Attorney-at-Law

Phone: +372 618 0820
E-mail: annika.vait@rask.ee



Fields of expertise:

Corporate Governance & Advisory – Co-Head of Practice
Employment Law, Employment Relations and International Recruitment – Co-Head of Practice
ESG – Head of Practice

Construction and Real Estate
Capital Markets and Financing
Technology Law: Fintech, Startups, AI and IT

Introduction

Annika Vait is a partner at RASK Attorneys-at-Law, co-head of the corporate governance & 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 Business Law Committee of the Estonian Bar Association for more than a decade, contributing to the development of Estonia's legal framework. She has co-authored legal handbooks for Äripäev and has been a long-term contributor to Addenda's legal blog.

Annika is also a member of the Equal Treatment and Well-Being Working Group at Kestliku Ettevõtluse Liit KELL (Sustainable Business Estonia) and, as of April 2026, serves on its Management Board. She has also, 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 Management Board of Kestliku Ettevõtluse Liit KELL (Sustainable Business Estonia)
Member of the Equal Treatment and Well-Being Working Group of Kestliku Ettevõtluse Liit KELL (Sustainable Business Estonia)

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:

- Experts: Not every labour dispute qualifies as workplace bullying. [»](#)
- Annika Vait and Kai Villemson conducted a four-part labour law training series in cooperation with PARE, concluding with a panel discussion at RASK focused on workplace bullying from the employer's perspective. [»](#)
- Good to Know: Estonia's Outdated Employment Law Is Set for Change. [»](#)
- Annika Vait Spoke at PARE's Good Governance Month Seminar on Board Member Liability. [»](#)
- Attorney-at-Law Annika Vait: Management Board Members Are Liable 24/7. [»](#)
- Attorney-at-Law: Do your homework before accepting a board member position. [»](#)
- An Employee's Mistake Does Not Exclude the Employer's Liability in the Event of a Workplace Accident. [»](#)
- Annika Vait spoke at the Addenda FinantsTreff 2025 conference on the topic of management board member liability. [»](#)
- Love Is Gone, Property Remains – What to Do with a Jointly Purchased Home? [»](#)
- Ten Legal Experts' Recommendations: How to Draft an Effective Whistleblower Policy. [»](#)
- Attorney at Law Explains: What to Do if Shareholders or Partners Refuse to Approve the Annual Report? [»](#)
- Annika Vait: Being a Management Board Member Is Not Just a Title – It Is a Position of Great Responsibility. [»](#)
- Mental Health Issues and Employment Disputes: Where Does Employer Liability Begin? [»](#)
- Annika Vait: Discrimination in Working Life Extends Beyond the Gender Pay Gap. [»](#)
- Annika Vait and Timo Kullerkupp spoke at the Pärnu Finantskonverents 2025 about the responsibilities of (finance) executives. [»](#)
- Annika Vait: When a Client Needs to Successfully Complete a Transaction, the Attorney Must Not Be the One to Cut It Short. [»](#)
- Estonia's in a Cost-Cutting Mood: A Buzz Interview with Annika Vait from Rask Law Firm. [»](#)
- Annika Vait and Kai Villemson on the Kohtulood Podcast: The Complexity of Property Relations – How to Find a Fair Solution? [»](#)



- Annika Vait and Kai Villemson conducted an online training “How to Prepare Guidelines for Handling Whistleblower Reports”. [»](#)
- Annika Vait: Responsible Leadership Means Insurance Against a Deadly Avalanche. [»](#)
- Important to Know: Silencing Whistleblowers Is Becoming Increasingly Difficult. [»](#)
- Attorney-at-Law Annika Vait: Collecting Gender Pay Gap Data Is a Statutory Obligation for Employers. [»](#)
- A Discriminatory Salary Decision Made Out of Ignorance May Result in a Claim for Damages. [»](#)
- Annika Vait and Kai Villemson spoke at the webinar “Whistleblower Protection Act – New Obligations for Employers”. [»](#)
- Acting Promptly Helps Avoid Surprises Related to the E-Invoicing Requirement. [»](#)
- Executives: Coping with Crises Reflects Strong Leadership. [»](#)
- Annika Vait moderated the discussion “Why Governance Matters?” on the Impact Day Sustainability Stage. [»](#)
- The New Normal: Business Advisory Requires an Increasingly Responsible Perspective. [»](#)
- Annika Vait: Let Us Not Rush the Implementation of Mandatory E-Invoicing. [»](#)
- Annual Report Not Submitted? Repeated Fines May Be More Inconvenient Than Deregistration. [»](#)
- RASK Was Awarded the Silver Label for Responsible Business. [»](#)
- RASK Partner Annika Vait delivered a presentation at Accountants’ Day 2024 titled “Amendments to the Commercial Register – Reinstatement of a Deleted Company”. [»](#)
- Attorney-at-Law Annika Vait: The Difference in the Duration of Annual Leave Between the Private and Public Sectors. [»](#)
- Annika Vait Joins RASK as Partner. [»](#)
- Supreme Court Clarifications on the Application of Collective Agreements. [»](#)
- The Buzz in Estonia: Interview with Annika Vait of Alterna. [»](#)

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.