



“Litgrid” is the electricity transmission system operator, which ensures reliable electricity transmission and the balance of electricity, manages and operates the high-voltage electricity transmission network and the direct-current interconnectors “LitPol Link” and “NordBalt”. The company ensures the development of the transmission network and the electricity market, coordinates electricity flows and maintains the stable operation of the energy system of the country, develops the common Baltic and European electricity market, and integrates the Lithuanian and continental European electricity systems in synchronous operation.

BOARD COMPETENCY MATRIX OF LITGRID, AB

EXPECTATIONS AND REQUIREMENTS FOR EACH BOARD MEMBER	
Values	<p>Values, sustainability, code of ethics Board members must be guided by the values of the EPSO-G Group - Professionalism, Cooperation, Progress. The members of the Board must be aware of and apply sustainable development standards in the fields of environmental protection, social responsibility and governance. The members of the Board must comply with the highest standards of transparency and integrity and follow the code of ethics of the EPSO-G Group.</p> <p>Time commitments for the activities of a Board member Board members must spend sufficient time to adequately prepare for and attend meetings of the Board, which shall be held at least once a month.</p>
General requirements	<ul style="list-style-type: none"> ▪ University degree or equivalent. ▪ An impeccable reputation. A person is not considered to have an impeccable reputation if he or she has been convicted, in accordance with the procedure laid down by law, of a serious or very serious crime, criminal offense against property, property rights and property interests, economy and business order, financial system, civil service and public interests, justice, public safety, management order, and has an unexpired or unexpunged criminal record. ▪ The person should not be affiliated with other natural or legal persons which would give rise to a conflict of interest in the performance of his/her duties as a Board member. ▪ There must be no deprivation or restriction of the right to hold the relevant position applied for or to perform the functions assigned to that position. ▪ Must not have been dismissed from a legal entity's sole or collegial body for improper performance of duties within the last 5 years. ▪ The person cannot be a career civil servant holding a position in a Ministry, a Government institution or an institution under the Ministry, who is entrusted with functions related to the formation of state policy in the branch of the economic sector in which the Company, to the collegial body of which the person is a candidate, operates. ▪ The person cannot be elected or appointed as a state politician and a civil servant of political (personal) trust in accordance with the law. ▪ Very good English language skills (written and spoken). ▪ Communicability, ability to clearly express thoughts and present structured information. ▪ Experience in development and implementation of business strategy. ▪ Knowledge of corporate governance principles and good corporate governance knowledge and experience. ▪ Experience in risk management of organisations. ▪ Excellent leadership, teamwork skills and communication with the persons concerned.

Special requirements	<ul style="list-style-type: none"> At least 5 years of work experience in a managerial position (in the position of a company manager or a manager directly subordinate to him, or in the role of a member of the board/supervisory board), an advantage – in a large, international and (or) listed company.
Independence criteria	<ul style="list-style-type: none"> Candidates applying for a seat as an independent Board member must, among other things, meet the independence requirements set out in Article 23¹ of the Law on Management, Use and Disposal of State and Municipal Property of the Republic of Lithuania, .

EXPECTATIONS AND REQUIREMENTS BY INDIVIDUAL AREAS OF EXPERTISE

At least one Board member must meet the requirements in each of the following areas

Area of NEIS implementation and supervision of national security interests	<ul style="list-style-type: none"> Knowledge of national and regional strategic energy objectives. Knowledge of national, European Union energy regulation. Experience in cooperation with public stakeholders and regulatory authorities.
Strategic and financial management area	<ul style="list-style-type: none"> Experience in development and implementation of a business strategy for a company operating in the energy sector, setting long-term and short-term objectives, KPIs and etc. Experience in formation of the long-term vision of the organisation in order to achieve energy transformation goals. Experience in the field of financial management, investment project appraisal and financing.
Infrastructure development area	<ul style="list-style-type: none"> Experience in design and implementation of an energy infrastructure management and development strategy aligned with strategic business objectives. Experience in application of advanced infrastructure management methods. Experience in project management and supervision is an advantage.
Area of technologies/infrastructure solutions	<ul style="list-style-type: none"> Knowledge and experience in development and implementation of innovative technological solutions, including digitalisation, automation, smart technologies, data management, and integration of artificial intelligence. Experience in development and implementation of technology development strategy aligned with business strategic goals. Experience of implementation of technology transformation in a company managing infrastructure (advantage - in the energy sector).
Business development area	<ul style="list-style-type: none"> Business development experience in large/international companies. Experience in the implementation of intersectoral integration solutions (advantage - in the energy sector). Experience in implementation of strategic partnerships and new operating models. Experience in the design and implementation of renewable energy integration and development solutions would be an advantage.