

COMPETENCE MATRIX OF BALTPOOL, UAB BOARD

EXPECTATIONS AND REQUIREMENTS FOR EACH MEMBER OF THE BOARD	
Value requirements	<p>Values, sustainability, code of ethics</p> <p>The members of the Board must be guided by the values of the EPSO-G Group - Professionalism, Cooperation, Progress.</p> <p>The members of the Board must be aware of and apply sustainable development standards in the fields of environmental protection, social responsibility and governance.</p> <p>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 member of the Board</p> <p>The members of the Board 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 must not have any relationship with other natural or legal persons which would give rise to a conflict of interest in the performance of his/her duties as a member of the Board. ▪ 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. ▪ During the last 5 years, the person must not have been removed from a single-person or a collegial body of a legal entity due to improper performance of duties. ▪ 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 Lithuanian and English language skills (written and spoken). ▪ Communicability, ability to clearly express thoughts and present structured information. ▪ Experience in development and implementation of business strategy. ▪ 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 company.
Independence criteria	<ul style="list-style-type: none"> ▪ Candidates applying for a seat as an independent member of the Board must, among other things, meet the independence requirements set out in Article 23 ¹ of the Law on Management, Use and Disposal of State and Municipal Property of the Republic of Lithuania, .

EXPECTATIONS AND REQUIREMENTS FOR EACH COMPETENCE AREA

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

Strategic planning and management area	<ul style="list-style-type: none"> ▪ Experience in development and implementation of a business strategy for an organisation operating in the energy sector, setting long-term and short-term objectives, KPIs etc. ▪ Knowledge of corporate governance principles and good corporate governance knowledge and experience. ▪ Knowledge of national and regional strategic energy objectives. ▪ Knowledge of national and regional energy markets.
Financial management area	<ul style="list-style-type: none"> ▪ Experience in financial management, financial flow management, budget control, financial services, auditing, international accounting and/or preparation of financial statements etc. ▪ Experience in the field of investment project appraisal and financing. ▪ Knowledge of national, European Union energy regulation.
New business lines development area	<ul style="list-style-type: none"> ▪ Experience in a commercial company in the energy or related sector. ▪ Experience in designing and implementing new activities in the context of global trends in the energy sector and the energy transformation. ▪ Experience in introducing new commercial models, products or services in a company operating in the energy sector.
Service development area	<ul style="list-style-type: none"> ▪ Experience in developing and successfully launching B2B services (preferably in the Baltic Sea Region). ▪ Experience in e-commerce product development in multinational companies. ▪ Knowledge of future trends in B2B services web platform technologies.
International expansion area	<ul style="list-style-type: none"> ▪ Experience in developing international business expansion strategies for B2B services. ▪ Experience in successful implementing of international expansion for a company providing B2B services (an advantage in the Baltic Sea region). ▪ Experience in searching for and implementing strategic partnership opportunities on an international scale.