

Requirements apply to candidates for the position of the CEO and Management Board members

The following requirements shall be apply to the candidate for the position of the CEO and Chair of the Management Board of AB "Ignitis grupė":

Professional requirements:

- At least 3 years' experience in an executive position (top-level executive) in a large corporation or group of companies (advantage – company or group of companies, the market capitalization of which is over EUR 500 million) in the last 10 years.
- Work experience in collegial management and/or supervisory bodies of a company/companies.
- At least 3 years' managing experience in an international group of companies (including subsidiaries) in the last 10 years.
- English and Lithuanian level C1 or higher.
- Managing experience in a company, the securities of which are being traded in stock exchange (advantage – free float size is over EUR 100 million and experience in cooperating with shareholders and investors).
- Managing an international company or group of companies (advantage – managing an energy company or group of companies).

General requirements:

- Higher education (university or equivalent).
- Experience in forming a business strategy, strategic and operational planning of a company or a group of companies as well as implementing changes.
- Grasp on national and regional strategic energy goals.
- Experience in representing an organisation in relations with third parties.
- Experience in working with stakeholders such as governmental institutions (advantage).
- Motivation to be a member of the Management Board.
- Impeccable reputation.

The requirements of the legislation are specified in:

- Articles of association of AB "Ignitis grupė".
- Corporate governance guidelines.
- And in other legislation of the Republic of Lithuania ([Lietuvos Respublikos valstybės ir savivaldybių turto valdymo, naudojimo ir disponavimo juo įstatymas](#), [Lietuvos Respublikos nacionaliniam saugumui užtikrinti svarbių objektų apsaugos įstatymas](#), [Lietuvos Respublikos akcinių bendrovių įstatymas](#)).

The following requirements shall apply to the candidate for the position of the Group Head of Commercial Activities and Member of the Management Board of AB "Ignitis grupė":

Professional requirements:

- At least 3 years' experience in an executive position (top-level executive) or similar in a large corporation or group of companies in the last 10 years.
- Work experience in collegial management and/or supervisory bodies of a company/companies.
- At least 3 years' work experience in an international group of companies (including subsidiaries) in the last 10 years.
- English and Lithuanian level C1 or higher.
- Work experience in a company or group of companies related to commercial energy generation and supply.

General requirements:

- Higher education (university or equivalent).
- Experience in forming a business strategy, strategic and operational planning of a company or a group of companies as well as implementing changes.
- Grasp on national and regional strategic energy goals.
- Experience in representing an organisation in relations with third parties.
- Experience in working with such stakeholders as governmental institutions (advantage).
- Motivation to be a member of the Management Board.
- Impeccable reputation.

The requirements of the legislation are specified in:

- Articles of association of AB "Ignitis grupė".
- Corporate governance guidelines.
- And in other legislation of the Republic of Lithuania ([Lietuvos Respublikos valstybės ir savivaldybių turto valdymo, naudojimo ir disponavimo juo įstatymas](#), [Lietuvos Respublikos nacionaliniam saugumui užtikrinti svarbių objektų apsaugos įstatymas](#), [Lietuvos Respublikos akcinių bendrovių įstatymas](#)).

The following requirements shall apply to the candidate for the position of the Group Head of Regulated Activities and Member of the Management Board of AB "Ignitis grupė":

Professional requirements:

- At least 3 years' experience in an executive position (top-level executive) or similar in a large corporation or group of companies in the last 10 years.
- Work experience in collegial management and/or supervisory bodies of a company/companies.
- At least 3 years' work experience in an international group of companies (including subsidiaries) in the last 10 years.
- English and Lithuanian level C1 or higher.
- At least 5 years' professional experience in a company or group of companies operating in regulated activities (in energy sector – advantage).

General requirements:

- Higher education (university or equivalent).
- Experience in representing an organisation in relations with third parties.
- Experience in working with government authorities and/or regulators.
- Grasp on legal acts regulating the energy sector and understanding of national and regional strategic energy goals.
- Motivation to be a member of the Management Board.
- Impeccable reputation.

The requirements of the legislation are specified in:

- Articles of association of AB "Ignitis grupė".
- Corporate governance guidelines.
- And in other legislation of the Republic of Lithuania ([Lietuvos Respublikos valstybės ir savivaldybių turto valdymo, naudojimo ir disponavimo juo įstatymas](#), [Lietuvos Respublikos nacionaliniam saugumui užtikrinti svarbių objektų apsaugos įstatymas](#), [Lietuvos Respublikos akcinių bendrovių įstatymas](#)).

The following requirements shall apply to the candidate for the position of the CFO and Member of the Management Board of AB "Ignitis grupė":

Professional requirements:

- At least 3 years' experience in an executive position (top-level executive) or similar in a large corporation or group of companies (advantage – company or group of companies, the market capitalization of which is over EUR 500 million) in the last 10 years.
- Work experience in collegial management and/or supervisory bodies of a company/companies.
- At least 3 years' work experience in an international group of companies (including subsidiaries) in the last 10 years.
- English and Lithuanian level C1 or higher.
- Work experience in a company, the securities of which are being traded in stock exchange (advantage – free float size is over EUR 100 million and experience when cooperating with shareholders and investors).
- At least 5 years' professional experience in financial management / consulting / financial services / audit / accounting.
- At least 5 years' professional experience in evaluating and financing investment projects.
- At least 5 years' professional experience forming and managing investment portfolio policy.

General requirements:

- Higher education (university or equivalent).
- Experience in forming a business strategy, strategic and operational planning of a company or a group of companies as well as implementing changes.
- Grasp on national and regional strategic energy goals.
- Experience in representing an organisation in relations with third parties.
- Experience in working with such stakeholders as governmental institutions (advantage).
- Motivation to be a member of the Management Board.
- Impeccable reputation.

The requirements of the legislation are specified in:

- Articles of association of AB "Ignitis grupė".
- Corporate governance guidelines.
- And in other legislation of the Republic of Lithuania ([Lietuvos Respublikos valstybės ir savivaldybių turto valdymo, naudojimo ir disponavimo juo įstatymas](#), [Lietuvos Respublikos nacionaliniam saugumui užtikrinti svarbių objektų apsaugos įstatymas](#), [Lietuvos Respublikos akcinių bendrovių įstatymas](#)).

The following requirements shall apply to the candidate for the position of the Group Head of Organisational Development and Member of the Management Board of AB "Ignitis grupė":

Professional requirements:

- At least 3 years' experience in an executive position (top-level executive) or similar in a large corporation or group of companies in the last 10 years.
- Work experience in collegial management and/or supervisory bodies of a company/companies.
- At least 3 years' work experience in an international group of companies (including subsidiaries) in the last 10 years.
- English and Lithuanian level C1 or higher.
- Forming teams of top-level executives (CEOs, top-level executives directly subordinate to CEO), creating incentive systems.
- Planning and implementing strategic changes, applying and/or implementing models and tools for developing the organisation and its culture.

General requirements:

- Higher education (university or equivalent).
- Experience in forming a business strategy, strategic and operational planning of a company or a group of companies as well as implementing changes.
- Grasp on national and regional strategic energy goals.
- Experience in representing an organisation in relations with third parties.
- Experience in working with such stakeholders as governmental institutions (advantage).
- Motivation to be a member of the Management Board.
- Impeccable reputation.

The requirements of the legislation are specified in:

- Articles of association of AB "Ignitis grupė".
- Corporate governance guidelines.
- And in other legislation of the Republic of Lithuania ([Lietuvos Respublikos valstybės ir savivaldybių turto valdymo, naudojimo ir disponavimo juo įstatymas](#), [Lietuvos Respublikos nacionaliniam saugumui užtikrinti svarbių objektų apsaugos įstatymas](#), [Lietuvos Respublikos akcinių bendrovių įstatymas](#)).