

Curricula vitae of the nominated Management Board members and the CEO



Darius Maikštėnas

Darius Maikštėnas has an extensive experience as a top-level executive with international experience in energy, telecommunications, IT, venture capital sectors.

Darius was elected as CEO of Ignitis Group and Chair of the Management Board in February 2018. During his tenure, structural reforms were implemented by discontinuing and divesting non-core activities and streamlining operations. Also, the Group rebranded, enabled Green Generation development and developed new business models such as a world first national remote solar power plant platform.

One of the major changes in Ignitis Group during Darius's tenure was preparing companies for transitioning from a local monopoly to a competitive customer-oriented regional player.

Also, in 2020, an IPO was implemented, during which the company secured EUR 450 million and became the largest and the most liquid public listed company in the Baltic states. More than 60% revenue growth and more than 40% adjusted EBITDA growth, a rapid business development in Finland and Poland were achieved over three years of Darius's tenure. During this period, Ignitis Group established itself in the Baltic region as a rapidly growing, international group of sustainable energy.

Additionally, during Darius's term of office, Ignitis Group has committed to reach net zero CO₂ emissions by 2050 and became the first Lithuanian capital company to have its emissions targets approved by the Science Based Targets initiative (SBTi), received 'AA' ESG rating from MSCI, an ESG ratings leader, as well as an international Top Employer certificate.

Darius earned bachelor's degree in business administration at Kaunas University of Technology, later he earned an Executive MBA degree at Baltic Management Institute. Additionally, he completed a General Manager Program at Harvard Business School, dedicated for CEOs.

Darius brings strategic thinking and emission-reduction-oriented mindset to Ignitis Group by repurposing Group development towards Green Generation, digitalisation and expansion of commercial activities.

Education:

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| 2009 | General Manager Program graduate, Harvard Business School, USA |
| 2004–2005 | Executive MBA degree, Baltic Management Institute, Lithuania |
| 1998–2001 | Bachelor's degree in Business Administration, Kaunas University of Technology, Lithuania |
| 1988–1991 | Engineer's level studies in Applied Mathematics, Kaunas University of Technology, Lithuania |

Work experience:

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| 2018–present | Chair of the Management Board, CEO at Ignitis Group |
| 2018–present | Chair of the Supervisory Board at Energijos Skirstymo Operatorius |
| 2016–2018 | Founder and CEO of Wider Communications Incorporated
Sunnyvale, CA |
| 2015–2018 | Sole Director and CEO at Wider Communications Limited, London |
| 2014–2015 | Fund adviser at Nextury Ventures |
| 2012–2013 | Chairman of the Board at LESTO |
| 2010–2013 | Vice President at Telia (Omnitel) |

2000–2010 Various positions in Strategy and Corporate Communication at Telia (Omnitel)



Dr. Živilė Skibarkienė

Dr. Živilė Skibarkienė is a professional in law and organisational development with extensive experience as a top-level executive. Živilė joined Ignitis Group Management Board in February 2018.

After Živilė became the Management Board Member and Group Head of Organisational Development, the Group experienced transformations in Group governance, a matrix management model was implemented, also the management of the internal Group service centre, which provides IT and all business support services, was optimised and the best international practices for such centres were applied. The programmes of digitalisation and operational excellence are successfully continued within the Group.

Also, a lot of focus was put on employee wellbeing, and it was reflected in receiving a Top Employer (the Netherlands) certificate for the first time in 2022, which confirms the compliance of Group people processes and practices with international level standards.

During Živilė's tenure at the Management Board of Ignitis Group, the employee Net Promoter Score improved from 9% (Q1 2019) to 58% (Q3 2021) while the Group itself received various top awards in the areas of employee wellbeing and corporate governance.

In order to improve work environment and streamline work, employees were relocated from several ineffective offices in prestige locations in the capital to a common modern office outside of city centre.

Živilė is a women empowerment enthusiast and, as a mentor, speaker, she participates in innovation rallies, initiatives of start-up ecosystem development.

Živilė is a Supervisory Board Member at Ignitis Gamyba. She also chairs the Management Board of Ignitis Grupės Paslaugų Centras and Elektroninių Mokėjimų Agentūra.

Živilė accumulated management experience in the financial sector. She was the Head of Legal and Administration Division at Šiaulių Bankas. She served as the Deputy CEO and Executive Board Member at Finasta Bank, and in DNB Bank (now Luminor) she was the Head of Compliance.

Živilė earned master's degree in Law at Vilnius University and defended her PhD in Social Sciences at Mykolas Romeris University. She completed an Oxford Executive Leadership Program at W. Saïd Business School, University of Oxford.

Živilė brings her passion to improve business governance and internal services enabling business by applying the best international practices and a clear orientation towards employee welfare, diversity inclusion and enabling high-achieving teams.

Education:

2021	Board Member Education Certificate, Baltic Institute of Corporate Governance, Lithuania
2020	Oxford Executive Leadership Program, Saïd Business School, University of Oxford, the United Kingdom
2005	PhD in Law, Mykolas Romeris University, Lithuania
1999	Master's degree in Law, Vilnius University, Lithuania

Work experience:

2018–present Management Board Member, Group Head of Organisational Development at Ignitis Group

2018–present Various positions at collegial bodies of Ignitis Group companies

2011–2018 Head of Legal and Administration Division at Šiaulių Bankas

2015 Deputy CEO and Executive Board Member at Finasta Bank

2010 Head of Compliance at DNB Bank

2006–2010 Head of Legal Department at SEB Bank

2002–2006 Head of Legal Unit at Swedbank Leasing



Jonas Rimavičius

Jonas Rimavičius is a strategic-level finance professional, who has experience in collegial bodies of companies, international capital raising and investment projects.

Jonas works in Ignitis Group for 6 years. Since 2018 his responsibilities as a Group Head of Finance and Investments currently include the majority of financial functions, including M&A, capital market transactions, financial control, strategic planning, investor relations and accounting.

Jonas's leadership and contributions were paramount to the success of the initial public offering (IPO) – the Group secured EUR 450 million to implement its strategy, contributed towards facilitating local capital markets (after the IPO, the turnover of Nasdaq Baltics has doubled) as well as strengthened its credit rating. He also coordinated the issuing of green bonds of Ignitis Group (2 x EUR 300 million) – these were the first corporate green bonds in the CEE region. While working at the Management Board of Ignitis Renewables, Jonas is successful in developing Green Generation portfolio in Lithuania and abroad.

Before joining Ignitis Group, Jonas accumulated experience in the areas of investment banking and finances while working in international companies such as Swedbank, EY and Telia.

Jonas earned master's degree in Business Administration at University of Cambridge, and bachelor's degree in Accounting and Finance at University of Warwick. He has also completed a CFA programme.

When working in a team environment, Jonas brings an open mind, pragmatism based on long-term company goals while motivating others and engaging company's values.

Education:

- 2019–2021 Master's in Business Administration (EMBA), University of Cambridge, the United Kingdom
- 2019 Board Member Education Certificate, Baltic Institute of Corporate Governance, Lithuania
- 2016 Chartered Financial Analyst (CFA)
- 2009–2012 BSc Accounting and Finance, University of Warwick, the United Kingdom

Work experience:

- 2018–present Head of Group Finance and Investments and Head of Investment Projects at Ignitis Group
- 2016–present Various positions at collegial bodies of Ignitis Group companies
- 2016–2018 Head of Investment Projects at Ignitis Group
- 2015–2016 Finance Business Partner at Telia
- 2014–2015 Senior Analyst, Investment Banking Division at Swedbank
- 2012–2016 Associate, Strategy and Transactions at EY



Mantas Mikalajūnas

Mantas is an executive with almost 20 years of experience in various energy sector companies both in regulatory and commercial activities as well as regulatory authority and stakeholder relations, large-scale project management.

Mantas launched his career in Lietuvos Dujos, later he had an internship in German energy group of companies. After returning to Lithuania, he was working in strategic positions at Lietuvos Dujos, where he served as an executive team member and was responsible with investor relations, state authorities and the regulator as well as integration of Lietuvos Dujos into Lietuvos Energija (now Ignitis Group).

Before transitioning to the current position of Head of Business Development at Ignitis Group, Mantas served as a CEO at Lietuvos Dujų Tiekimas (later Lietuvos Energijos Tiekimas), where he was responsible for regulated energy supply activities, business development abroad, restructuring of the company and optimisation.

Mantas earned master's degree in Business Administration and Management at Vilnius University.

Mantas is bringing his extensive and valuable experience as well as an ability to effectively cooperate with key stakeholders, he also has extensive experience as a member of collegial bodies at Ignitis Group companies.

Education:

- 2002–2004 Master's degree in Business Administration and Management, Vilnius University, Lithuania
- 1998 – 2004 Bachelor's degree in Communication and Information Management, Vilnius University, Lithuania

Work experience:

- 2019–present Head of Business Development at Ignitis Group
- 2017–present Various positions at collegial bodies of Ignitis Group companies
- 2014–2019 CEO, Lietuvos Dujų Tiekimas/Lietuvos Energijos Tiekimas
- 2013–2014 Head of Strategic Development, Lietuvos Dujos
- 2008–2013 Project manager / Strategic Development, Lietuvos Dujos
- 2006–2008 Business Controller, E.ON Ruhrgas International



Vidmantas Salielis

Vidmantas is a professional with over a decade of experience in top-level positions in the energy sector, who worked at various Ignitis Group companies since 2011.

Vidmantas became a Management Board member and Head of Group Commerce and Services in February 2018. During this period, the electricity sector faced huge changes – one of them was electricity market deregulation. Vidmantas, as a Chair of Ignitis Supervisory Board, spearheaded the management of these changes.

Currently, he also serves as a Chair of Ignitis Gamyba Supervisory Board and Member of Ignitis Renewables Management Board. He previously worked in NT Valdos, Elektroninių Mokėjimų Agentūra, Gamybos Optimizavimas as well as in the Supervisory Board of Ignitis Polska and other Group companies.

He accumulated his management experience while working as the CEO of Energijos Tiekimas. Before that, he led an electricity wholesale trading department at Ignitis Gamyba (was Lietuvos Energijos Gamyba).

Vidmantas Salielis earned bachelor's degree in Economics and Business Administration at Stockholm school of economics in Riga.

Vidmantas brings his vast experience in the energy sector, knowledge in trading and commerce businesses as well as strategic thinking to Ignitis Group.

Education:

2006–2009 Bachelor's degree in Economics and Business Administration, Stockholm School of Economics in Riga

Work experience:

2018–present Management Board Member, Head of Group Commerce and Services, Ignitis Group

2018–present Various positions at collegial bodies of Ignitis Group companies

2015–2018 CEO, Energijos Tiekimas

2013–2016 Management Board Member, Ignitis Gamyba

2011–2015 Director of Wholesale Trading Department, Ignitis Gamyba

2011 Market analyst, Ignitis Gamyba

2009–2010 Consultant, Ernst & Young Baltic (EY Lietuva)