



APPROVED
by the Board of UAB Lithuanian Exhibition
and Congress Centre LITEXPO
at the meeting of 24 February 2026
(Minutes No. VP-3, dated 24 February 2026)

The Lithuanian Exhibition and Congress Centre LITEXPO, which has been operating for more than 50 years, is the main and largest venue in the Baltic States for exhibitions, conferences, events of national importance, and other events. Since 2006, LITEXPO has also been a member of the Global Association of the Exhibition Industry (UFI), and since 2019 – a member of the International Congress and Convention Association (ICCA).

COMPETENCE MATRIX OF THE BOARD OF UAB LITHUANIAN EXHIBITION AND CONGRESS CENTRE LITEXPO

EXPECTATIONS AND REQUIREMENTS FOR EACH BOARD MEMBER	
Values-based requirements	<p>Values, sustainability, code of ethics</p> <ul style="list-style-type: none"> • In their activities, Board members must act in accordance with the principles of professionalism and cooperation, apply internationally recognised sustainable development standards in the areas of environmental protection, social responsibility and governance, follow ethical principles, and strive to ensure that governance complies with best practices and applicable requirements; • Board members must adhere to the highest standards of transparency and integrity. <p>Time commitment related to Board member duties</p> <ul style="list-style-type: none"> • Board members must allocate sufficient time to properly prepare for and participate in Board meetings.
General requirements	<ul style="list-style-type: none"> • Higher university education or an equivalent qualification – mandatory; • A Board member must be of good repute. A person is not considered to be of good repute if they have been found guilty, in accordance with the procedure established by law, of a serious or very serious crime, or of a criminal offence against property, property rights and property interests, the economy and business order, the financial system, public service and public interests, justice, public security or public administration, and have a criminal record that has not expired or been annulled; • A Board member must not be deprived of or restricted in the right to hold the position of Board member or to perform the functions assigned to this position; • A Board member must not have been removed within the last 5 years from the position of a sole or collegial management body of a legal entity due to improper performance of duties; • A Board member must not have relationships with other natural or legal persons that could give rise to a conflict of interest when performing the duties of a LITEXPO Board member;

	<ul style="list-style-type: none"> • A Board member may not be a career civil servant of the Ministry of the Economy and Innovation of the Republic of Lithuania, an institution of the Government of the Republic of Lithuania, or an institution under a ministry, who is assigned functions related to the formation of state policy in the field of LITEXPO's activities; • A Board member may not be an elected or appointed state politician or a civil servant of political (personal) confidence in accordance with the procedure established by law; • If a Board member is a civil servant, they may not be a member of more than two collegial bodies established in state- or municipality-owned enterprises.
<p>Specific requirements</p>	<p>The following specific requirements apply to each Board member:</p> <ul style="list-style-type: none"> • Proficiency in the Lithuanian language (written and spoken) – mandatory; • English language skills (at least at B2 level) – mandatory; • Experience working in an international company (or group of companies); • Experience serving in collegial bodies; • Strategic and analytical thinking; • Ability to process large volumes of information; • Leadership skills, ability to work in a team and cooperate with stakeholders; • Motivation to serve as a member of a collegial body.
<p>Independence criteria (for independent members)</p>	<ul style="list-style-type: none"> • Board members must meet the independence requirements set out in Article 23¹ of the Law on the Management, Use and Disposal of State and Municipal Assets of the Republic of Lithuania; • For at least one year, the Board member must not have been a civil servant or employee of LITEXPO, a related legal entity, the Ministry of the Economy and Innovation of the Republic of Lithuania, or a legal entity subordinate to it; • For at least one year, the Board member must not have been the head, a member of a collegial body, an employee, or a shareholder of LITEXPO or a related legal entity; • The Board member must not have significant business relationships with LITEXPO or a related legal entity, either directly or as a participant, member of a collegial body, or manager of a legal entity having such relationships. A natural or legal person is considered to have significant business relationships if they are a supplier of goods or provider of services (including financial, legal, advisory, or consulting services) and their income received from LITEXPO or other legal entities referred to in this clause during the previous financial year exceeds EUR 1,000, except remuneration received for serving as a member of a collegial body or a committee formed by a collegial body; • The Board member must not be a close person of a shareholder of LITEXPO or a related legal entity holding more than 1/5 of the voting rights at the general meeting of shareholders, or of the head or members of collegial bodies of such shareholder. Close persons include a spouse, cohabiting partner, registered partner, as well as their parents (adoptive parents), children (adopted children), brothers (adoptive brothers), sisters (adoptive sisters), grandparents, grandchildren, and their spouses, partners or cohabitants;

	<ul style="list-style-type: none"> • During the last two years, the Board member must not have been a partner, participant, manager, member of a collegial body, or employee of an audit firm that performs or has performed the audit of LITEXPO or a related legal entity; • The Board member must not have served as a member of a collegial body of LITEXPO for more than 10 years. This period is calculated by adding previous terms of office in the same company's collegial body where the interval between terms does not exceed one year; • The Board member may not be a member of more than three collegial bodies (including LITEXPO) established in state-owned and/or municipally owned enterprises.
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EXPECTATIONS AND REQUIREMENTS BY INDIVIDUAL COMPETENCE AREAS
At least one Board member must meet the requirements of each of the specified areas.

Competence in strategic planning and sustainability management	<p>Mandatory requirements:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification; • At least 5 years of experience within the last 10 years as a company executive or member of a collegial management body in the field of strategy development (developing and implementing short- and long-term business strategy, setting strategic objectives, supervising and ensuring their implementation, defining performance indicators, etc.) in a large, medium-sized or small company (or group of companies) as defined by the Law on the Accountability of Companies and Groups of Companies of the Republic of Lithuania; • Knowledge and experience in corporate sustainability (including understanding of European Union sustainability policy principles and their application in strategic planning); • Proficiency in Lithuanian (written and spoken); • English language skills (at least B2 level). <p>Additional advantages:</p> <ul style="list-style-type: none"> • At least 3 years of experience serving on collegial supervisory or management bodies (advantage in the field of strategic planning and sustainability management); • Higher university education or an equivalent qualification in economics, finance, business management, strategic management of organisations, or a related field; • Experience in implementing digitalisation projects and introducing artificial intelligence solutions in customer service; • Experience in organising international events attracting foreign participants; • Experience in managing and developing infrastructure for large-scale events; • Experience in preparing, evaluating and implementing investment projects; • Experience in developing business strategy and ensuring its implementation; • Experience in internal control and risk management; • Knowledge of corporate governance best practices and experience in implementing governance principles within an organisation; • Experience working in an international company (or group of companies);
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	<ul style="list-style-type: none"> • Knowledge and experience in corporate finance (financial planning, analysis and control); • knowledge of the legal acts of the Republic of Lithuania regulating company activities and the ability to apply them in practice; • Knowledge and experience in corporate management, control and supervision; • Leadership skills, ability to work in a team and cooperate with stakeholders; • Motivation to serve as a member of a collegial body; • Ability to commit sufficient time to participate in the activities of a collegial body.
Competence in financial management	<p>Mandatory requirements:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification; • At least 5 years of management experience within the last 10 years (as a head of a legal entity, a senior executive (C-level), or a member of a collegial body) in the field of finance (financial analysis, financial flow management, budget control, evaluation and financing of investment projects, auditing) in a large, medium-sized or small company (or group of companies), as defined by the Law on the Accountability of Companies and Groups of Companies; • Proficiency in Lithuanian (written and spoken); • English language skills (at least B2 level). <p>Additional advantages:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification in finance or economics; • At least 3 years of experience serving on collegial supervisory or management bodies; • Knowledge of the legal acts of the Republic of Lithuania regulating company activities and the ability to apply them in practice; • Knowledge of corporate governance best practices and experience in implementing governance principles within an organisation; • Knowledge and experience in corporate management, control and supervision; • Experience in internal control and risk management; • Experience in evaluation and financing of investment projects; • Strategic and analytical thinking; • Experience working in an international company (or group of companies); • Motivation to serve as a member of a collegial body; • Ability to commit sufficient time to participate in the activities of a collegial body; • Leadership skills, ability to work in a team and cooperate with stakeholders.
Competence in marketing and sales	<p>Mandatory requirements:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification; • At least 5 years of management experience within the last 10 years (as a head of a legal entity, senior executive (C-level), or member of a collegial body) in the field of marketing or sales in a large, medium-sized or small company (or group of companies), as defined by the Law on the Accountability of Companies and Groups of Companies; • Proficiency in Lithuanian (written and spoken); • English language skills (at least B2 level). <p>Additional advantages:</p> <ul style="list-style-type: none"> • Experience in marketing, sales and communication management;;

	<ul style="list-style-type: none"> • Higher university education or an equivalent qualification in business management, strategic management of organisations, tourism, creative industries, event engineering, marketing, communication, digital marketing or a related field; • Experience in implementing innovations in marketing and sales; • Experience in implementing digitalisation projects and introducing artificial intelligence solutions in customer service; • Experience in organising large-scale public events or experience in the tourism sector; • Experience in developing and managing organisational brand and reputation; • At least 3 years of experience serving on collegial supervisory or management bodies; • Knowledge of the legal acts of the Republic of Lithuania regulating company activities and the ability to apply them in practice; • Knowledge of corporate governance best practices and experience in implementing governance principles within an organisation; • Knowledge and experience in corporate management, control and supervision; • Experience in internal control and risk management; • Experience in evaluation and financing of investment projects; • Strategic and analytical thinking; • Experience working in an international company (or group of companies); • Motivation to serve as a member of a collegial body; • Ability to commit sufficient time to participate in the activities of a collegial body; • Leadership skills, ability to work in a team and cooperate with stakeholders.
<p>Competence in event and exhibition management</p>	<p>Mandatory requirements:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification; • At least 5 years of management experience within the last 10 years (as a head of a legal entity, senior executive (C-level), or member of a collegial body) in the field of organising large-scale events (exhibitions or conferences) in a large, medium-sized or small company (or group of companies), as defined by the Law on the Accountability of Companies and Groups of Companies; • Proficiency in Lithuanian (written and spoken); • English language skills (at least B2 level). <p>Additional advantages:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification in business management, strategic management of organisations, creative industries, event engineering, marketing, communication, digital marketing or a related field; • Experience in managing and developing infrastructure for large-scale events; • Experience in developing tourism projects and products; • Experience in organising international events attracting foreign participants; • At least 3 years of experience serving on collegial supervisory or management bodies; • Knowledge of the legal acts of the Republic of Lithuania regulating company activities and the ability to apply them in practice;

	<ul style="list-style-type: none"> • Knowledge of corporate governance best practices and experience in implementing governance principles within an organisation; • Knowledge and experience in corporate management, control and supervision; • Experience in internal control and risk management; • Experience in evaluation and financing of investment projects; • Experience working in an international company (or group of companies); • Strategic and analytical thinking; • Motivation to serve as a member of a collegial body; • Ability to commit sufficient time to participate in the activities of a collegial body; • Leadership skills, ability to work in a team and cooperate with stakeholders.
<p>Competence in law (member delegated by the shareholder)</p>	<p>Mandatory requirements:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification; • At least 5 years of management experience or at least 3 years of experience serving on a collegial supervisory or management body; • English language skills (at least B2 level); • Knowledge of corporate law and the ability to apply it in practice; • Knowledge of corporate governance best practices and experience in implementing governance principles within an organisation. <p>Additional advantages:</p> <ul style="list-style-type: none"> • Higher university education or an equivalent qualification in law; • Experience serving on collegial supervisory or management bodies; • Knowledge of the legal acts of the Republic of Lithuania regulating company activities and the ability to apply them in practice; • Knowledge of corporate management, control or supervision; • Knowledge of strategic planning, analysis, control and supervision; • Strategic and analytical thinking; • Motivation to serve as a member of a collegial body; • Ability to commit sufficient time to participate in the activities of a collegial body; • Leadership skills, ability to work in a team and cooperate with stakeholders.