

## LIST OF KEY EXPERTS PROPOSED FOR CONTRACT IMPLEMENTATION (F3.10)

Economic operators

Forbis Solutions, Ltd, Forbis, UAB.

N o.	Name and surname	Proposed role	Work experience in the requested field	Work experience in the organization	Work experience in the banking area	Work experience in the central banking area	Languages
1.	Miroslav Švabis, PhD	<b>Key expert no. 1: Project manager</b>	<p>- 9 years' experience in banking and Fintech IT systems development and migration projects.</p> <p>- Experience in at least two in multi-million budget projects similar to offered solution.</p> <p>- 9 years leadership experience in multinational teams (Estonia, Latvia, Poland, Denmark, Norway, Russia, Ukraine, Belarus, United Kingdom, India, etc.)</p> <p>- 7 years taking position as head of structural units.</p>	<p>Current position:</p> <p>Head of Project Management Centre</p> <p>Miroslav has been working at Forbis since 2016.</p> <p>In Forbis, Miroslav was a lead Project manager for Danske Bank migration project; and proved to be very successful in communication and project management, thus he was assigned as a Head of the Project management department.</p>	<p>Job experience includes working with large international banks for over 5 years. Duties would include financial services implementation, development and maintenance, business development and negotiations with corporate customers in particular areas, projects evaluation, control of services quality, change management in critically important SEPA projects.</p>	<p>Miroslav has no direct work experience in the central bank; however, has experience as leading project manager for projects of cross-country importance.</p>	<p>Six languages:</p> <p>English, Lithuanian, Russian, Polish, German, Latin</p>
2.	Nerijus Baliūtis	Project manager	Relevant 8 years project manager experience in implementing	<p>Current position:</p> <p>Senior Project Manager at</p>	Over 6 year experience in working in one of the largest commercial	Though no direct working experience in the central bank, Nerijus	Lithuanian, Russian, English

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			IT solutions with complex change and full lifecycle management of strategic large-scale projects & programs	Project Management Centre	banks in the Baltics.	has deep knowledge of process of SEPA Credit Transfer, SEPA Instant and SEPA Direct Debit, as well as Open API regulation PSD2 and payment initiation services	
3.	Rokas Pocius	Project manager	Over 6 years' experience, of which years in various projects for implementing IT solutions at Forbis	Current position: Project Manager at Project Management Centre	Rokas has no direct experience in banking area	Rokas has no direct experience in central banking area	Lithuanian, Russian, English
4.	Additional expert by BSD Management	Project manager (local support)	Info provided in the file "List of key experts and team members BSD Management				
5.	Marius Grybė	<b>Key expert no. 2 Solutions architect</b> Additional roles: Technical consultant, Instructor	Relevant 14 years JAVA programmer/designer/architect experience with complex change and full lifecycle management of strategic large-scale projects & programs.	Current position: Head of System Architecture Division Works at Forbis since 2007.	Strong track record of delivering business value by various integration solutions. In-depth experience at all levels of business, technology, and product development.	Does not have direct experience in central bank	Lithuanian, English
6.	Yaroslav Sizov	Solutions architect	Experienced solutions architect with	Current position: Analyst/Project	He has achieved over 20 years of	Yaroslav has not been working	Russian, Lithuanian,

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			over 20 years of history of working in the information technology and banking industry.	Designer of System Architecture Division.  Yaroslav is one of the most experienced Forbis employee and has been working at Forbis since 1997.	experience in various migration and transformation projects in banking sector across Europe and CIS region.  He has gained huge experience in different banks while replacing legacy banking systems:	directly in the central bank, however, has a track record of participating in systemically important projects on the national level, such Euro introduction in Lithuania and Latvia, as well as project of denomination in Belarus.	English
					planned and analysed business logic according to prospective changes in the systems.		
7.	<b>Marytė Rupainienė</b>	<b>Key expert no. 3: Business analyst.</b>  Additional role: Quality assurance	Over 7 years' experience in payment area and business analyst; and over 6 years' experience in implementation of financial software for various financial institutions.	Current position: Head of Kernel Group, Department of System and Business Analysis	Over 20 years' experience in working with big international banks. Deep knowledge of SEPA SCT, SEPA INST, SEPA DD payment schemes, Instant payment procedures and Proxy Lookup (CAS) service, TARGET2 and SWIFT MT standards.	Maryte has direct experience in setting up connection with payment system of the Bank of Lithuania, and all other settlement systems like TARGET2 and SWIFT.	Lithuanian, Russian, English
8.	Darius Stankeviči	Business analyst	Over 8 years' experience	Current position:	Does not have direct	Does not have direct	Lithuanian, Russian,

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	us		with financial IT in Forbis and Tieto Lietuva,	Senior Analyst of External Channels Group, Department of System and Business Analysis	experience working in banks	experience working at central bank	English
9.	Vytautas Brūzga	Business analyst	Over 8 years' experience with working as IT analysis in banking and social insurance and 3 years' experience as an analyst on the payment schemes	Current position: Analyst of Kernel Group, Department of System and Business Analysis	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, Russian, German, English
10.	Andrej Lagutov	<b>Key-expert no. 4: Instructor.</b>  <b>Additional role: Business analyst</b>	Over 9 years' experience in banking IT as business analyst and consultant, Over 200 hours of training in the following areas:  Core banking and payment systems schemes – SWIFT, BISS, SEPA Credit Transfer, SEPA Instant, SEPA Direct Debit, payment workflow within FORPOST system; PSD2 implementation	Current position: Senior Analyst of Kernel Group, Department of System and Business Analysis	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, Russian, English

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			and Open API functionality				
11.	Egidijus Pankevičius	<b>Key-expert 5: Software developer.</b>	Over 7 years' experience in developing software, Over 5 year experience of the programming language used in Forbis IPS software.	Current position: Head of Kernel Group, Department of Production	Over 5 year experience of developing IT systems for financial institutions	Though doesn't have work experience in central banking has experience in working in the governmental institution of the Office of the Seimas of the Republic of Lithuania	Lithuanian, English
12.	Tadas Žibas	Software developer	Over 10 years' experience in developing financial software	Current position: Head of External Channels Group, Department of Production	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, Russian, English
13.	Povilas Stasiūnas	Software developer	Over 7 years' experience in developing financial software	Current position: Head of User Interface Application Group, Department of Production	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, English
14.	Andrej Černomorec	Software developer	Over 10 years' experience in developing financial and accounting software	Current position: Head of Product Group, Department of Production	Does not have direct experience working in banks	Has not been working at central bank, but had been working in another state enterprise with strict information security procedures Technology	Russian, English

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						and Communication Department under the Ministry of the Interior of the Republic of Lithuania	
15.	Rusnė Kniukštaitė	Software developer	Over 6 years' experience in developing financial software	Current position: Programmer of Product Group, Department of Production	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, English, Frenchs
16.	Mindaugas Peičius	Software developer	Over 15 years' experience in developing financial IT	Current position: Programmer of Kernel Group, Department of Production	Does not have direct experience working in commercial banks, but had been working over 10 years in the Bank of Lithuania on various positions, including being a Chief Economist	Over 10 years of experience in working at the Bank of Lithuania, knowledge of specifics of operation of such institution, hands on experience in complex IT system of national importance, understanding of strict information security procedures and protocols.	Lithuanian, Russian, English
17.	Additional expert by BSD Management	<b>Key-expert no. 6: Test team leader</b>	Info provided in the file "List of key experts and team members BSD Management"				
18.	Jurga Galinienė	Test team leader	Over 5 years' experience in	Current position:	Does not have direct	Does not have direct	Lithuanian, Russian,

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			testing and quality assurance. 4 years' experience in test managing, 2 years' experience as Head of Quality Assurance division	Head of Quality Assurance Division, Department of Production	experience working in banks	experience working at central bank	English
19.	Aleksandr Serebriakov	<b>Key-expert no. 7: Technical</b>	<ul style="list-style-type: none"> <li>• Over 25 years of experience in databases and network.</li> <li>• Over 20 years</li> </ul>	Current position: Head of Department of System Administration	Over 6 years of experience as the Head of IT in commercial bank.	Does not have direct experience working at central bank, though has huge experience in direct participation in systemically important projects, such as migration from Litas and Latas to EUR.	Lithuanian, Russian, English
		<b>consultant and Key expert: The person responsible for security</b>	<ul style="list-style-type: none"> <li>of experience in designing the technological architecture for international commercial banks and other companies.</li> <li>• Participated in over 30 projects of migration from the legacy system to Forbis core banking system.</li> </ul>				
20.	Additional expert by BSD Management	The person responsible for security	Info provided in the file "List of key experts and team members BSD Management"				
21.	Andrei Pavliuk	Technical consultant	Over 19 years in experience of network	Current position:	4 years of experience as the Head of IT	Does not have direct experience	Russian, English

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		t	infrastructure	Head of Infrastructure Servicing Group, Department of System Administration	in commercial bank.	working at central bank	
22.	Justas Antanavičius	<b>Key expert:</b> <b>The person responsible for quality assurance</b>	Deep knowledge and experience in quality assurance for all production process, starting from Request for change processing, change request management, and production cycle of patch delivery with complex cross-system testing.	Current position: Head of Department of Production	Does not have direct experience working in banks	Does not have direct experience working at central bank	Lithuanian, Russian, English
23.	Additional expert by BSD Management	The person responsible for quality assurance	Info provided in the file "List of key experts and team members BSD Management"				

Please find attached to the statement the CVs of proposed staff proposed to execute the procurement contract and relevant documents to support each of the resume.

Date: 17/06/2021

Economic operator,.....

(name, authorized signature and stamp)





# Contomobile

**Forbis Solutions, Ltd**

Reference letter

We are glad to review our experience with Conto QuickPay project. Contomobile UAB is a digital financial service provider with an EMI license issued by Bank of Lithuania. Conto QuickPay is a Payment Initiation Service (PIS) that allows e-shops and other businesses to receive their payments online. Conto QuickPay solution fully complies with PSD2 requirements regulation applicable for this service.

Teams' cooperation was instrumental in bringing new ideas to the table and working on the project to achieve set goals. We are glad to confirm experience of Forbis team in general, and colleagues we had the opportunity to work with in particular:

- Marius Grybė, solution architect, has deep understanding of financial services and web API technologies.
- Miroslav Švabis, project manager, responsible project coordinator.
- Justas Antanavičius, quality assurance, is meticulous and attentive expert in production.
- Povilas Stasiūnas, expert in modern trends of web service, has a firm grasp of technical details and highly skilled at recognizing critical issues for online payments and user experience while using web and mobile applications.
- Vytautas Brūzga, analyst of kernel group, worked on changes and development on the core and payment workflow level.
- Darius Stankevičius, senior analyst of external channels area is an imaginative and committed analyst who reliably outperformed his assigned tasks and was ready to take any challenges.

Contomobile UAB already has a solid customer base for this service, and believes it will leverage further the significant advantages offered by the new financial services.

In conclusion, we recommend Forbis team as competent and reliable, and ready to commit to complex and challenging projects.

Best regards,

.....  
Jelena Michailova,  
Director

Contomobile

Phone: +370 5 205 17 77

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the Register of Legal Entities

Forbis Solutions, Ltd

Reference letter

We are glad to confirm a competence and knowledge of Forbis team, as we are directly working on the project of implementation and support of Fininbox banking instance.

It is our pleasure to point out a few members of the Forbis team as driven and educated employees with a passion and focus on set task and projects.

- Andrej Černomorec, Head of Product Group and software developer, known to quickly solve all arising issues regarding programming and bug fixing.
- Jurga Galinienė, Head of Quality Assurance team, performed excellent job to manage complex testing scenarios in complicated and challenged issues that we are facing as SaaS provider for over 20 customers.
- Andrej Lagutov is an instructor and business analyst with great expertise in payment schemes. Andrej is a patient and approachable instructor with easy-going personality, perfectly fit to train and consult as Fininbox', as end-users' employees on various aspects of system operation.
- Marytė Rupainienė is a Head of Kernel Group with impressive knowledge of payment systems and specific of SWIFT and SEPA schemes.
- Povilas Stasiūnas, Head of User Interface Application Group, is closely working with Fininbox on new front end project, as well as with issues regarding online banking system for financial institutions' customers.

We recommend Forbis Solutions as a reliable and responsible IT vendor and business partner, and plan on continuing our successful cooperation.

Sincerely,

Tadeuš Šturo

Director

14/06/2021



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Forbis Solutions, Ltd

### **Reference letter**

I am glad to review my work experience with Forbis team on the Danske Bank A/S so-called BALIN project, which goal was to deliver a single banking platform for Danske Bank's three branches in the Baltic region within a short timeframe of 2 and a half years.

I was appointed the Head of Baltic Business Development & Transformation at Danske Bank A/S at the time and acted as the Chairman of BALIN project.

Before the commencement of the project, the three Baltic branches of Danske Bank operated with different banking systems and had different approach to IT governance and new functionality implementation. While Danske Bank Lithuania & Latvia already operated on FORPOST banking system by Forbis, each branch had some unique and non-transferable products and functionalities. In addition, Danske Bank Estonia had a solution by a different vendor. As the result of the BALIN, the bank received a technologically robust, innovative and adaptable cross-country platform.

The project was completed and delivered on time, with no major incidents or operational disruptions. Successful delivery in two years demanded careful planning and resource management on all sides. I am glad to point out a competence and work ethincs of Forbis team, namely:

- Project managers' team of Miroslav Švabis, Nerijus Baliūtis, Reda Miliušė, and Rokas Pocius.
- Solution architects and technical experts Marius Grybė and Yaroslav Sizov.
- Analysts of various banking areas Marytė Rupainienė, Darius Stankevičius, Vytautas Brūzga, and Rimantas Savickas.
- Payment systems analyst and instructor Andrej Lagutov.
- Quality assurance expert and project manager Justas Antanavičius.
- Developers Egidijus Pankevičius, Andrej Černomorec, Rusnė Kniukštaitė, Tadas Žibas and Povilas Stasiūnas.
- Tehcnical consultants for system infrustructure and information security experts Aleksandr Serebriakov and Andrei Pavliuk.

Based on my experience obtained from this project, I am confident in recommending Forbis team for any wide scope international project.

Sincerely,

Darius Jasinskis  
(name and authorized signature)

*Tel: +370 611 11333*

*E-mail: Darius.Jasinskis@fsquare.lt*

Date: 21/06/10, No. 2021-06-10/1

To whom it may concern

Reference letter

It is my pleasure to recommend Mr. Marius Grybė, who from 2016 to 2018 has been teaching Java programming courses at Akademija.IT, a fast-track reskilling platform established by Information, Communication and Technology (ICT) Association INFOBALT and vocational education partners.

Mr. Grybė has been employed by IT systems development company Forbis company, a member of INFOBALT and partner of Akademija.IT back then, which has provided him with possibility to teach IT students during his working day, and has accepted students as interns, continuing as Java junior programmers. Later Mr. Grybė has been teaching Java in Akademija.IT at his own discretion.

Mr. Grybė has excellent knowledge base and hands-on experience with different technology and information systems.

Mr. Grybė has always demonstrated exceptional teaching skills regardless of his students' age group or diversity of proficiency levels. He quickly develops good rapport with his students, establishes solid routines and employs consistent and fair practices.

In addition to teaching the above program, Marius has prepared teaching materials (slides, tasks, methodological notes) in the project upgrading technology competences for IT teachers in vocational education as part of cooperation with INFOBALT and Baltijos Kompiuterių Akademija.

I am pleased to recommend him without reservation for any educational and consultancy projects, requiring hard work and dedication.

Sincerely,



Andrius Plečkaitis, Head of Projects

*(name and authorized signature)*

*Contact person:* Andrius Plečkaitis

*Tel:* +370 698 21331

*E-mail:* [a.pleckaitis@infobalt.lt](mailto:a.pleckaitis@infobalt.lt)

Reference letter

The history of Forbis cooperation with Šiaulių bankas began in 1999 and remains such now. The bank is using core system FORPOST and several dozens of groups of products and subsystems developed by the Forbis Group companies. Long-term mutual work witnesses that Forbis solutions today is a reliable instrument for achieving the bank's goals.

We are glad to confirm competence and experience of Forbis team, as we had the opportunity to work directly on a number of complex projects, namely:

Miroslav Švabis, Head of Project Management Centre, and Nerijus Baliūtis, Senior Project Manager at Project Management Centre, who were leading these projects in accordance with agreed work schedule set goals.

Marius Grybė, Head of System Architecture Division, and Yaroslav Sizov, Analyst/Project Designer of System Architecture Division, as solutions architects;

Marytė Rupainienė, Head of Kernel Group, Department of System and Business Analysis, and Andrej Lagutov, Senior Analyst of Kernel Group, Department of System and Business Analysis, as payment processing and core system analytics and quality assurance team members;

Darius Stankevičius, Senior Analyst of External Channels Group, Department of System and Business Analysis, as an analyst for development of Internet Banking;

Justas Antanavičius, Head of Department of Production, for throughout control and quality assurance;

Egidijus Pankevičius, Head of Kernel Group, Department of Production, and Mindaugas Peičius, Programmer of Kernel Group, Department of Production, as software developers for required customization and development;

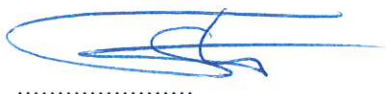
Tadas Žibas, Head of External Channels Group, Department of Production, and Povilas Stasiūnas, Head of User Interface Application Group, Department of Production, as lead developers for external channels and front-end customization;

Aleksandr Serebriakov, Head of Department of System Administration and Andrei Pavliuk, Head of Infrastructure Servicing Group, Department of System Administration, as technical consultants for bank's IT infrastructure configuration for Instant payment functionality and integration solution.

Sincerely,

Giedrius Trukšinas

Head of IT Division



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Reference letter

Signet Bank AS started cooperation with Forbis in October 2011, and already in May 2012 the system went live. Implementation of a core banking system took up a half a year, which is quite a small period for execution of the project of such scope.

We are pleased to confirm deep knowledge and competence of Forbis employees in their specific fields. In our recent projects on implementation of SEPA Instant functionality and related products and services, we were glad to witness excellent work ethic and quality performance of Forbis team involved in the project, namely:

Marius Grybė, Head of System Architecture Division, and Yaroslav Sizov, Analyst/Project Designer of System Architecture Division, as solutions architects;

Marytė Rupainienė, Head of Kernel Group, Department of System and Business Analysis, and Andrej Lagutov, Senior Analyst of Kernel Group, Department of System and Business Analysis, as payment processing and core system analytics and quality assurance team members;

Darius Stankevičius, Senior Analyst of External Channels Group, Department of System and Business Analysis, as an analyst for development of Internet Banking;

Aleksandr Serebriakov, Head of Department of System Administration and Andrei Pavliuk, Head of Infrastructure Servicing Group, Department of System Administration, as technical consultants for bank's IT infrastructure configuration for Instant payment functionality and integration solution;

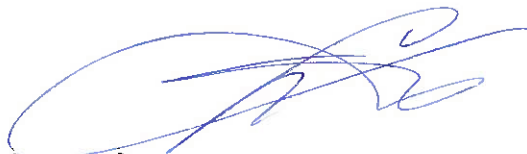
And last, but not least, we would like to recommend Miroslav Švabis, Head of Project Management Centre his team lead, these complex, projects in accordance with agreed work schedule set goals.

Sincerely,

Head of IT

Giedrius Lukšys

(name and authorized signature)



*Contact person*

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