**SERVICE CONTRACT SPECIAL CONDITIONS**

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| **NAME OF THE CONTRACT** | Strategy Development Services | | |
| **GROUNDS FOR CONCLUDING THE CONTRACT** | ☒ Public Procurement No. 2610853 is announced, in which the most economically advantageous tender has been selected based on the price and quality criterion | | |
| **PARTIES:** | | | |
| 1.1. **Buyer** | 1.1.1. Name | Joint stock company Lietuvos paštas | |
| 1.1.2. Country of  establishment | Republic of Lithuania | |
| 1.1.3. Legal entity code | 121215587 | |
| 1.1.4. Register of Legal Entities | Register of Legal Entities of the Republic of Lithuania | |
| 1.1.5. VAT payer’s code | LT212155811 | |
| 1.1.6. Bank account | LT71 7044 0600 0018 7388 | |
| 1.1.7. Address of the  registered office | J. Balčikonio g. 3, LT-03500 Vilnius, Republic of Lithuania | |
| 1.1.8. Data for correspondence and communication | Tel. No.: +370 700 55 400  e-mail address: info@post.lt | |
| 1.1.9. Person representing the buyer who signs the Contract | Authorized person | Director of Business and Technology Development Division Ruslanas Prokofjevas |
| 1.1.10. Grounds for  representation | * AB Lietuvos pastas Articles of Association   ☒ Order No. DGĮ-2024/177 of 28 May 2024   * Procuracy [specify details of the procuracy] * Authorization [specify details of the Authorization] * Other grounds [specify the grounds and the details] | |
| 1.1.11. Buyer's  representative, responsible for the performance of the Contract | Ruslanas Prokofjevas  +37069439159  R.Prokofjevas@post.lt | |
| 1.1.12. Buyer's representative responsible for making the Contract public | Simona Kiūdytė  +37060599051  S.Kiudyte@post.lt | |
| 1.2. **Service Provider** | 1.2.1. Name | Copenhagen Economics A/S | |
| 1.2.2. Country of  establishment | Denmark | |
| 1.2.3. Legal entity code | 25262441 | |
| 1.2.4. Register of Legal Entities | Erhvervsstyrelsen, Danish Business Authority | |
| 1.2.5. VAT payer’s code | DK25262441 | |

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|  | 1.2.6. Bank account | DK6520005036519357 | |
| 1.2.7. Address of the  registered office | Langebrogade 3C  1411 København K | |
| 1.2.8. Data for correspondence and communication | +45 5373 2454  mic@copenhageneconomics.com | |
| 1.2.9. The person representing the Service Provider who signs the Contract | Managing Partner | Henrik B. Okholm |
| 1.2.10. Grounds for  representation | ☒ Legal entity’s regulations   * Order [specify details of the order] * Procuracy [specify details of the procuracy] * Authorization [specify details of the Authorization] * Other grounds [specify the grounds and the details] | |
| 1.2.11. Service Provider’s  representative | Mindaugas, Cerpickis  +45 5373 2454  mic@copenhageneconomics.com | |
| **2. THIRD PARTIES INVOLVED IN THE PERFORMANCE OF THE CONTRACT:** | | | |
| 2.1. **Third parties** | 2.1.1. The Service Provider uses subsuppliers/quasi- suppliers/economic entities to perform the Contract | YES □  [if "YES" is marked, attach an annex to the Contract with a list of subsuppliers/quasi- subsuppliers/economic entities and contact details] | NO ☒ |
| 2.1.2. Subsuppliers are given the option to request the Buyer to settle directly with them | YES ☒  The Service Provider undertakes to inform the Subsuppliers involved about the direct payment option referred to in this clause. The Subsupplier wishing to use the direct settlement option, having fulfilled its obligations under this Contract shall submit a request to the Buyer together with the Service Provider’s confirmation that the Subsupplier has duly fulfilled its obligations under this Contract and that the Service Provider has no objections to direct settlement with the Sub supplier. If the Buyer decides to meet the  Subsupplierr's request, a tripartite Contract shall be signed between the Buyer, the Service Provider, and the Subsupplier. | NO □ |

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| **3. OBJECT OF THE CONTRACT:** | |  | |
| 3.1. **Name of the Object** | Strategy Development Services (hereinafter - "Services") | | |
| **4. PRICE:** | |  | |
| 4.1. The Contract value, EUR, including VAT | | VAT not applicable | |
| 4.2. The Contract value, EUR, excluding VAT | | 240 000,00 EUR excluding VAT | |
| 4.3. Value added tax (VAT), in percentage | | VAT not applicable | |
| 4.4. Pricing rule | | ☒ - fixed prices | |
| 4.5. Procurement of Services | | ☒ The entire quantity of Services is procured | |
| 4.6. Option to procure Services not provided for in the Contract for 10% of the Contract value in EUR excluding VAT (not exceeding it) | | YES □  [maximum possible amount in EUR is provided] | NO ☒ |
| Contingent Services will be procured at the prices valid on the date of the Buyer's order at the valid prices for Services indicated at the Service Provider's point of sale, in the catalogue, or on the website. If the prices of the Contingent Services are not made public, the Buyer will contact the Service Provider with a request to submit the prices of the Contingent Services (commercial offer), noting that the prices of the Contingent Services to be procured must be competitive and cannot be higher than market prices. Upon receiving the prices of the Contingent Services (commercial offer) submitted by the Service Provider, the Buyer shall conduct a market price survey (survey by telephone and/or in writing and/or search in electronic space, etc.) thereby assessing whether the prices for the Contingent Services submitted by the Service Provider correspond to the market. If it is determined that the prices of the Contingent Services offered by the Service Provider are higher than the market prices, the Buyer shall request the Service Provider to reduce them. If the Service Provider does not agree to reduce the prices of the Contingency Services to the market price, the Buyer reserves the right to procure the Contingency Services through a separate procurement. |

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| 4.7. The Contract Price Review | ☒ - not applicable | |
| **5. TERMS:** |  | |
| 5.1. Term/condition of the Contract entry into force | ☒ - The Contract shall enter into force upon signature by the Parties | |
| 5.2. The term of the Contract validity | The Contract shall be valid until the the Parties’ obligations under this Contract are fully fulfilled. The termination of the Contract shall not affect those obligations arising under this Contract which, by their nature and substance, remain in force after the termination of the Contract | |
| 5.3. Term of provision of Services | ☒ The services must be provided by the term specified in the Technical Specification | |
| 5.4. Term for eliminating service deficiencies | ☒ The term specified in the Technical Specification, or, if not specified, not later than within 2 (two) working days from the date of sending the notification of the identified deficiency to the Service Provider | |
| 5.5. Place of provision/performance of Services | Specified in the Technical Specification | |
| 5.6. Signing of the Service Acceptance and Transfer Act (hereinafter - "the Act") | ☒ YES  The procedure set out in the Contract General Provisions (GP) applies to the signing | * NO |
| 5.7. Settlement with the Service Provider | ☒ the Buyer shall pay the Service Provider for the high-quality and timely Services within 30 calendar days from the receipt of the VAT invoice | |
| 5.8. Submission of invoices to the Buyer | ☒ The Service Provider shall submit an invoice for high-quality and timely Services after the Parties have signed the Act. The Act shall be signed after the Buyer’s Board of Directors has approved of the strategy developed by the Service Provider | |
| **6. WARRANTY PERIOD** | ☒ Not applicable | |
| **7. ADDITIONAL REQUIREMENTS** | - | |
| **8. LIABILITY:** |  | |
| 8.1. Penalties apply for delay in the provision of Services and/or the elimination of deficiencies | ☒ 0.05% default interest of the value of the Contract (EUR, excluding VAT) for each day of delay if the Service Provider is late in providing all or part of the Services within the terms set out in the Contract and/or the Technical Specification;  ☒ 0.05% default interest of the value of the Contract (EUR, excluding VAT) for each day of delay if the Service Provider is late in eliminating the deficiencies within the time limit set in the Contract;  ☒ if, during the performance of the Contract, the Service Provider uses a specialist (quasi-subsupplier) than that specified in its initial tender and/or the Contract without the written consent of the Buyer, this shall be considered a breach of the Contract and the Service Provider shall be liable to pay a fine of EUR 1,000 and other direct losses incurred by the Buyer. If the Service Provider breaches this requirement two or more times, the Service Provider shall be deemed to be in material breach of the Contract and the Buyer shall be entitled to unilaterally terminate the Contract and to impose the penalty set out in clause 8.2 of the Contract SD | |

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| 8.2. Penalty when the Buyer terminates the Contract due to the material breach of the Contract by the Service Provider or unreasonable termination of the Contract by the Service Provider | | 10% of the Contract value in EUR, excluding VAT | | |
| 8.3. Penalty under Article 15.6 of the Contract GP (disclosure of confidential information) | | EUR 10 000,00 per case | | |
| 8.4. Maximum total liability of the Party | | May not to exceed the Contract Price in EUR, excluding VAT | | |
| **9. METHODS OF ENSURING THE FULFILLlMENT OF OBLIGATIONS:** | | * - applicable | | ☒ - not applicable |
| **10. ENVIRONMENTAL REQUIREMENTS** | | * 1. The procurement shall be considered as green in accordance with the Description of the Procedure for the Application of Environmental Criteria in Green Procurement, approved by the Order No D1-508 of 28 June 2011 by the Minister of the Environment of the Republic of Lithuania "On the Approval of the Description of the Procedure for the Application of Environmental Criteria in Green Procurement" (hereinafter - "Description of the Procedure"), clause 4.4.3 *"only intangible (intellectual) or other services are procured, not related to the creation of a tangible object, during the provision of which no significant impact on the environment expected, no source of pollution is created and no waste is generated (e.g, services of performers, photographers, designers, sound engineers, video engineers, event hosts, translators, text editors; training, social and scientific research, studies and concept development; services for marketing and publicity strategies, digital advertising, preparation of publications; programming and maintenance of information systems; auditing, insurance, legal and consultancy services, and other services), or a product is procured such as: software, software rentals, licenses, e-publications or e-books';*   10.2. also in clause 4.4.4 *"when procuring a product, the procuring entity independently determines environmental protection criteria <…>, i.e. the Service Provider undertakes to apply measures related to the conservation of natural resources and* comply with these environmental protection requirements during the performance of the Contract:  10.2.1. to reduce paper consumption, to eliminate unnecessary copying and printing of documents, prepared documentation, Invoices and/or other documents relating to the performance of the Contract shall be provided to the Buyer only in electronic format, and the documentation to be signed shall be signed by electronic signature. In case of urgent printing needs, recycled paper shall be used, which shall comply with the minimum environmental criteria set out in Chapter 1 of Annex 2, "Paper and its Products" of the “Description of the Procedure”;  10.3 The Buyer may, at any time, check the Service Provider's compliance with the requirement(s) set out in clause 10.2 of the Contract SD by requesting a report(s) on the fulfilment of the obligation(s), and a fine of EUR 100 shall apply in the event that it is found that the Service Provider has failed to comply with the requirement(s) set. | | |
| **11. ANNEXES:** | |  | | |
| 11.1. Annex No. 1 | Technical specification | | | |
| 11.2. Annex No. 2 | Price of Services | | | |
| 11.3. Annex No. 3 | Confidentiality Contract | | | |
| 11.4. Annex No. 4 | List of service provider's specialists | | | |
| **12. AMENDMENTS AND ADDITIONS TO THE GENERAL**  **CONDITIONS (if applicable):** | | | **Not applicable** | |

**Signatures of the representatives of the parties**

1 Applies if the performance of the Contract has been carried out by a professional who has received additional quality points for qualifications above the minimum qualification in the quality assessment.

Annex No. 1

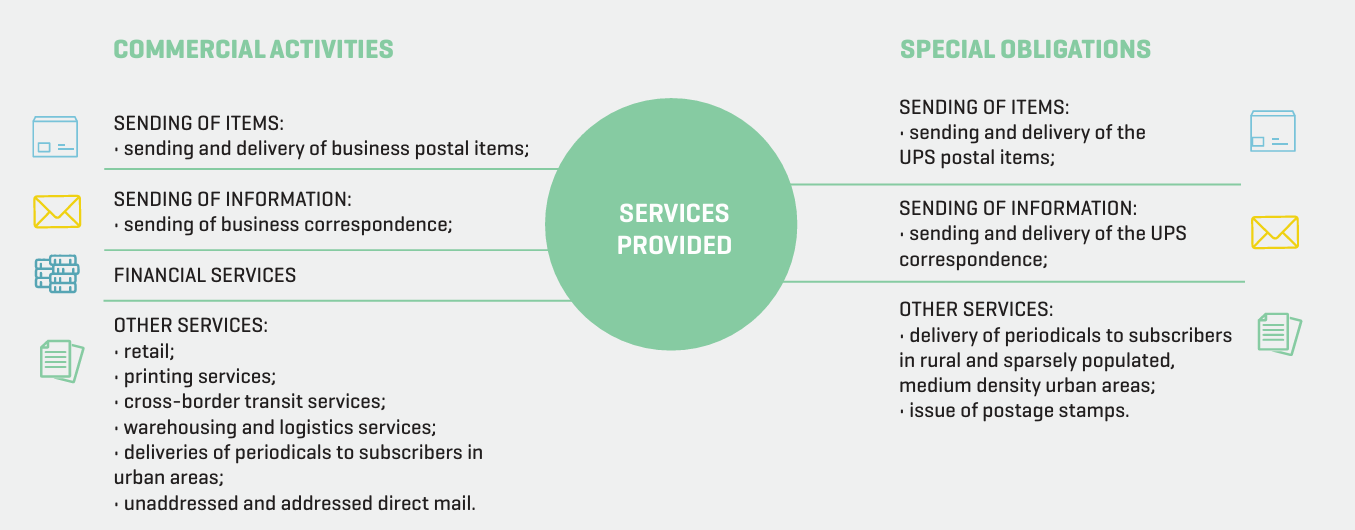
**TECHNICAL SPECIFICATION**

1. **TERMS AND ABBREVIATIONS**
   1. **Buyer / Company** – AB Lietuvos paštas.
   2. **Service Provider** – economic entity – a natural person, private or public legal person, other organization and their unit or group of such persons, including temporary associations of economic entities with which the Buyer will enter into this purchase agreement.
   3. **Contract** – an agreementconcluded between the Service Provider and the Buyer for the object of procurement specified in this Technical Specification.
   4. **AB Lietuvos paštas group or Group** – group of companies consisting of the Company and its legal entities controlled directly and indirectly.
   5. **Board** **of the Company** – AB Lietuvos paštas board. The Board consists of 5 members, including the Chairperson of the Board, of which 4 are independent members. Members of the Board are elected for a period of 4 years and are recalled by the General Meeting of Shareholders.
   6. **Shareholder** – Ministry of Transport and Communications of the Republic of Lithuania, which implements property and non-property rights as the soleshareholderof the company.
2. **PROCUREMENT OBJECT, PLACE, TIME LIMITS**
   1. The object of the procurement is strategy development services (hereinafter referred to as “services”).
   2. Place of provision of services – at the company’s headquarters at J. Balcikonio str. 3, Vilnius or other place indicated by the company in Lithuania. If the Buyer expresses the need, the Service Provider shall deliver the strategy project remotely / participate in the Board Meeting and (or) other meetings organized by the Company.
   3. Time limits for provision of services – the strategy must be prepared not later than October 31, 2025. If the circumstances beyond the control of the Service provider make it impossible to align and deliver the result to the Board of the Company, the Company may extend the deadline for the preparation of the strategy by 1 month, i.e. until November 30, 2025.
   4. GENERAL INFORMATION:

**About AB Lietuvos paštas**

AB Lietuvos Post is a Lithuanian state-owned company providing postal and parcel delivery services in the Baltic States. The company is one of the main providers of national postal and logistics services, ensuring efficient and safe delivery of postal items, as well as offering a range of additional services, including financial intermediation services.

Company plays an important role in both the Lithuanian economy and society. The company provides universal postal service, delivery of periodicals to rural areas, sparsely and medium populated cities. It also provides commercial postal services. In addition, the company carries out activities supporting its main business areas in financial intermediation and retail. The main competitors are local and international players in the postal and logistics sector.



The Company follows the legal acts of the Republic of Lithuania, the Republic of Lithuania Postal Law and the implementing acts, the Republic of Lithuania Law on Electronic Money and Electronic Money Institutions, the Republic of Lithuania Law on Payments and the legal acts implementing it, the Law of the Republic of Lithuania on Procurement by the entities, operating in the Field of Procurement, Waste Water Management, Energy, Transport or Postal Services, the Republic of Lithuania Law on Public Procurement, the Republic of Lithuania Law on the Protection of Objects of Importance to Ensuring National Security, the Republic of Lithuania Law on Companies and other related legal acts, also adhere to the highest standards of quality of service provision, ensuring reliability and efficiency.

Lithuania Post is the largest postal service provider in the country, delivering over 30 million parcels per year. In Lithuania Company has 170 post offices, about 450 mobile mailers, the Company develops a network of 1100 parcel terminals connecting the three Baltic countries and employs more than 2 500 employees, contributing to the country’s economy and social welfare. The company is constantly investing in infrastructure, technologies and service development in order to become a regional leader and innovative postal service provider.

Taking into account the rapid digitalisation, growing competition and changing consumer needs, Company aims to become a leader in the market of delivery services, ensuring a high level of customer satisfaction and implementing sustainability and innovation principles.

**Strategy**

Lithuania Post is currently conducting strategic planning for the strategy until 2029, with the aim of strengthening its position at national and international level.

The company is focused on change and growth strategy, which would allow to adapt to changing market conditions, ensure the implementation of customer needs, financial sustainability of activities and enable market leading positions.

When developing a strategy, the Service Provider must pay particular attention to the needs of the customers and their fulfilment. Also taking into account synergies between activities and future trends.

In order to achieve these goals, Lithuania Post is looking for a Service Provider with experience in developing corporate strategies in the postal and logistics sectors, which could provide services that include market analysis, setting strategic goals, financial assessments and recommendations for future development.

1. **REQUIREMENTS FOR THE OBJECT OF PROCUREMENT**
   1. The purpose of the object of procurement is to prepare the Group strategy for 2029, which must be approved by the Board of the Company.

3.2. The Group aims to define strategic opportunities and business model, taking into account changes in the competitive environment, changing client needs and structural sector changes, and to identify new business directions (both in relation to unregulated and regulated activities). The aim of the strategy is to identify the Group’s priorities, goals, objectives, measures, and to develop strategic and operational indicators, on the basis of which the Group will assess the progress of achieving its objectives. The Group’s strategic goal is to proactively ensure the implementation of customer expectations, efficiently develop its infrastructure and ensure long-term financial sustainability. The Group also aims to develop new products and services through business developments, strategic partnerships, mergers and acquisitions, and using technological innovations.

3.3. The result of the services provided by the Service Provider is a strategy document, which must contain the mandatory elements of the content of the Strategy, as set out in Table 1. **The initial offer must be accompanied by information on the intended elements of the strategy content (including but not limited to the mandatory elements of the strategy content specified in Table 1), descriptions of the processes to develop it, methodologies to be used in a format convenient for the Service Provider (PowerPoint, PDF or equivalent).** If the Service Provider does not provide this information together with the initial offer, the initial offer of the Service Provider will be rejected as not complying with the requirements of the terms of the procurement.

3.4. In the event of a win, the Service Provider will have to develop a strategy based on the information provided in the offer. It should be noted that the information provided by the Service Provider in the offer may be changed during the period of the Contract (without changing the price of services) after taking into account the Company’s needs, new circumstances and the intermediary results of the strategy preparation. The Service Provider, in accordance with best practices, but without deviating from the purpose of the object of the procurement, may offer and, in agreement with the Buyer, improve the final result.

*Table 1. The Elements of Strategy Content*

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| **No.** | **Mandatory Elements of the Strategy Content** | **Description** |
| 1. | Analysis of external and internal factors | The analysis of external factors is carried out by analyzing individual business segments of the group and the external factors that influence them. Analysis of competitive environment is carried out, internal factors are evaluated and comparative analysis is performed. |
| 2. | Vision, Purpose and Values | The Service Provider must pay sufficient attention during the strategic sessions to discuss the Group’s Vision, Purpose and Values, as well as to identify the most important stakeholders. |
| 3. | Strategy | Methodological approach to the preparation of the strategy, which will be used to structure Group strategy. When preparing the strategy, the Service Provider must analyze the existing and potential business segments of the group and provide an assessment of their potential. Identify a set of key assumptions and ensure making key strategic agreements. |
| 4. | Strategic directions until 2029 | The strategic directions of the Group detailed and identified based on the existing and potential business segments. |
| 5. | Map of strategic goals and objectives with SMART performance indicators (KPI) until 2029 | A map of the Group’s strategic goals, objectives and SMART key performance indicators (KPI) prepared until 2029. When formulating the Group’s goals and objectives, separate maps with strategic goals, objectives, and KPIs for the Company and subsidiary companies (Unisend Latvija, SIA and Unisend Eesti OÜ) separately. |
| 6 | Roadmap for strategic initiatives until 2029 | Roadmap outlining the most important projects and initiatives for achieving strategic goals, their desired outcomes, main aspects of interdependenies. |
| 7. | Financial model of the strategy implementation | Financial plan for strategy implementation (revenue and cost projections up to 2029), KPI, investment structure (by business segments, including partnerships or corporate joining and merger options, if relevant); capital structure, financing instruments, debt, equity and hybrid financing scenarios, sensitivity analysis. |
| 8. | Risks and its management | List / map of key strategic risks and main directions for strategic and financial management. |

3.5. The strategy must comply with the best practice in the preparation of strategic business plans of companies. The Service Provider may refer to the Guidelines for Strategic Planning and Strategic Management published by the Governance Coordination Centre ([GCC](https://governance.lt/naudinga-informacija/#rekomendacijos-imonems)) ([governance.lt)](https://governance.lt/naudinga-informacija/" \l "rekomendacijos-imonems) or other similar guidelines.

3.6. The Buyer will collaborate closely with the Service Provider to properly execute the Contract and that the Service Provider would create a strategy in alignment with Buyer’s expectations.

3.7. The results of analysis and strategy must be provided in an easily readable presentation prepared by the Service Provider. Additional analysis, business case studies are performed and presented in detail, with applicable format: Excel and/or PowerPoint.

3.8. In the process of strategy preparation, the Service Provider must organize strategic sessions, oral and written consultations, during which the Board members and the management of the Company will discuss the main challenges, alternative scenarios and will provide proposals. The main consultants guide all strategic sessions and prepare the materials that the management of the Company submits to the Board.

3.9. If thematic working groups are needed, the Service Provider will propose their composition, agenda and ensure the provision of the necessary materials for meetings.

3.10. When organizing strategic sessions, the Service Provider shall provide the Company with the meeting materials no later than 2 (two) working days before the start of the session / working group meeting, as well as write the minutes of all meetings and submit them by email to the participants no later than within 2 (two) working days from the date of the meeting.

3.11. The Service Provider is responsible for the collection, evaluation and analysis of research studies, legal acts (including draft legislations at Lithuanian and EU levels and related EU initiatives regulating postal activities, electronic money institutions or other relevant areas), other relevant documents and information from various data sources and stakeholders.

3.12. The Service Provider provides strategic consultations to the Company during the period of the Contract.

* 1. The expected results are shown in Table 2.

*Table 2. Expected results*

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| --- | --- | --- |
| **No** | **Result** | **Requirements for the Result** |
| 1. | Comprehensive Group strategy document | The document in PowerPoint format (editable, prepared using Company’s brandbook) is in English or Lithuanian, clearly structured according to the methodological approached agreed with the Buyer, with a detailed analytical part, ensuring consistent story line. The information must be presented in a clear, visually appealing manner, including detailed graphical presentations of the information.  The financial plan must be presented in an editable Excel file.  Excel files with graphic elements used in the presentation should also be provided. |
| 2. | Abbreviated version of Group strategy | PowerPoint format (editable, prepared using Company’s brandbook) in English or Lithuanian. Clearly structured, informative, with consistent story line, high-quality graphs and illustrations. The short version must be prepared taking into account the confidentiality requirements and information confidentiality requirements for strategic importance companies of the Republic of Lithuania. |
| 3. | Public presentation | PowerPoint format (editable, prepared using Company’s brandbook) in English or Lithuanian, is set out in a clear, visually appealing form, including graphical presentation of information, and ensuring the clarity of messages. |

1. **PROCEDURE AND TIME LIMITS FOR THE FULFILMENT OF CONTRACTUAL OBLIGATIONS**
   1. All services / all tasks will have to be provided / performed on the basis of a detailed project plan (schedule) agreed by the parties with the planned interim results (hereinafter referred to as the Project Plan). The Service Provider shall prepare and agree with the Buyer the Project Plan at the first meeting, no later than 1 week, after the entry into force of the Contract.
   2. The Project Plan must be designed in such a way that all the final results referred to in Table 2, points 1-3 are implemented within a maximum period of 3 months after the entry into force of the Contract, however, no later than 31 October 2025. Service Provider must submit a detailed draft strategy document for the first final review at least 3 weeks before 31 October 2025.

4.3. During the fulfilment of the contract, intermediate and final results will be presented during the video calls or meetings and questions will be answered by the Service Provider specialists, proposed by the Service Provider in the offer and evaluated by the Buyer and for whom additional qualitative scores (if any) were assigned. The presentation of the final results shall be carried out to the Company, the Board, and the Shareholder.

1. **QUALITY AND RECTIFICATION OF DEFICIENCIES**

5.1. Services shall be deemed provided when the Company’s Board approves the strategy. The Service Provider must take into account the comments (suggestions) submitted in writing by the Buyer and agree on the changes in strategy. The comments shall be submitted no later than within 3 (three) working days after receiving the information.

5.2. The Service Provider undertakes to adjust the Strategy and/or other documents according to the comments submitted not later than within 2 (two) business days from the date of receiving comments.

5.3. Any comments of the Buyer shall be taken into account when correcting the documents and submitting a table of adjustment, which shall indicate the Buyer’s note, the Service Provider’s response to it and the exact place of the document where the changes were made. If the final version of the documentation submitted to the Buyer does not reflect all the comments submitted by the Buyer or are reflected partially, the result of the service (final version of the documentation) will be deemed of poor quality.

5.4. The result of the preparation of the strategy (when documents prepared by the Service Provider are submitted to the Buyer) will be deemed of poor quality if it does not meet the requirements of the Technical Specification or at least one of the following criteria:

* + 1. many grammatical and linguistic errors in documents;
    2. an unclear, non-uniform structure of the document;
    3. failure to provide all answers to the questions raised;
    4. failure to take account of the submitted comments;
    5. inaccurate information, calculations, failure to follow the up-to-date /relevant practices; other deficiencies that could reasonably reduce the value of the procurement object or benefits that the Buyer could expect from the result of work of the Service Provider.

Annex No. 2

**PRICE OF SERVICES**

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| **Ref.**  **No.** | **Name of the Procurement Object** | |
| 1. | Strategy Development Services | |
| **Total price EUR excluding VAT** | | 240 000,00 |

Annex No. 4

**LIST OF SERVICE PROVIDER'S SPECIALISTS**

The following specialists will be used for the execution of the contract:

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| **Eil. No.** | **Specialist's Name and Surname** | **Role of the Specialist in Contract Execution** |
| 1. | Mindaugas Cerpickis | Team coordinator (Project Manager) |
| 2. | Henrik Ballebye Okholm | Postal (parcel delivery) sector expert |
| 3. | Bruno Basalisco | Expert/consultant |