

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: MELETIOS FIKIORIS

PROFESSIONAL EXPERIENCE

Lawyer since 6/3/1973

1983-1990

Legal Counsel of the RAS Group in Greece

1990-2006

Legal Counsel of the Allianz Group Greece

1980-2005

Legal Counsel of the Air Liquide in Greece

1974-2004

Legal Counsel of the Société Internationale de

Télécommunication Aéronautique in Greece

1973-

Legal Counsel of the VIOHALCO Group

PARTICIPATION IN BOARDS OF DIRECTORS AND COMMITTEES

- **“EMPORIKO PARKO KORINTHOU Anónymi Etaireía” (CORINTH RETAIL PARK S.A.)**
Chairman of the B.o.D. 29/10/2013 - 31/12/2016 (absorbed by NOVAL S.A.)

- **“STILMET YPIRESIES AKINITON MONOPROSOPI ANONYMI ETAIRIA” formerly “KIFISSOS MALL ANONYMI ETAIRIA DIACHEIRISIS AKINITON”**
Chairman of the B.o.D. since 14/3/2008
 - **“ALLIANZ HELLAS S.A.”**
- Member of the B.oD. since 30/6/2005
 - Chairman of the Audit Committee

- **“SOLINOURGEIA KORINTHOU ETAIRIA SYMMETOCHON A.E.” formerly «SOLINOURGEIA KORINTHOU Anónymi Etaireía Viomichanías Solínon kai Ekmetállefsis Akiniton”**
 - Vice Chairman of the B.oD. 21/1/2005 – 14/12/2016 (absorbed by CENERGY HOLDINGS S.A.)
 - Chairman of the Audit Committee 16/6/2009 – 14/12/2016

- **SOLINOURGEIA KORINTHOU VIOMICHANIA SOLINON A.E.**
 - Vice Chairman of the B.oD. 8/6/2016 – 17/7/2017
 - Chairman of the B.o.D. since 17/7/2017
 - Chairman of the Audit Committee 16/6/2009 – 14/12/2016

- **ALLIANZ ANONYMI ETAIRIA CHRIMATOOIKONOMIKON YPIRESION (ALLIANZ FINANCE S.A.)**
 - Member of the B.oD. 30/6/2004 – 21/6/2017

- **“XENKA A.E., Xenodocheiakaí Epicheiríseis Anónymos Etaireía”**
 - Vice Chairman of the B.oD. 2/9/2002 – 9/4/2008

- Chairman of the B.o.D. 9/4/2008 – 31/12/2016 (absorbed by NOVAL S.A)
- **”NOVAL ANONYMOS ELLINIKI VIOMICHANIKI, TOURISTIKI KAI EMPORIKI ETAIRIA” (NOVAL S.A.)**
- Member of the B.oD. 6/6/2018 – 14/10/2019 (merged in NOVAL PROPERTY R.E.I.C.)
- **NOVAL PROPERTY REAL ESTATE INVESTMENT COMPANY**
- Vice Chairman of the B.oD. 15/10/2019 – 3/12/2019
- Chairman of the B.o.D. since 4/12/2019

OTHER SKILLS, MEMBERSHIP IN PROFESSIONAL ASSOCIATIONS

Member of the Athens Bar Association since 6/3/1973, Supreme Court Lawyer since 2/4/1981

ACADEMIC EDUCATION

School of Law National and Kapodistrian University of Athens Graduation Year 1970

FOREIGN LANGUAGES

- English
- French
- Italian

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: **Panagiotis Kapetanakos**

PROFESSIONAL EXPERIENCE

September 2019 - : CEO of Noval S.A.

April 2016 – August 2019: Chief Financial Officer and co-CEO in Westminster Development Services Limited in London.

My duties included the purchase, licensing, design, development of the listed building Old War Office in the Center of London to a mixed use 125 bed luxury hotel operated by Raffles and 85 luxury apartments for sale, with a total area of 71,000 square meters and a total budget of £1.2 billion.

December 2014 – March 2016: Investment and Portfolio Manager in Ethniki Pangaia R.E.I.C. in Athens.

My duties included new investments in income property (offices, stores, super markets, shopping centers, etc.) and the development of real estate in Greece, Italy, Bulgaria, Cyprus, Romania and the overall management of real estate valued at more than €1.5 billion.

December 2007 – November 2014: Manager in Piraeus Real Estate S.A. of the Piraeus Bank Group in Athens.

My duties included the coordination of the management of the Piraeus Bank Group's and third party real estate, loan support to real estate development projects, the provision of financial advice as Financial Advisor to the Hellenic Republic Asset Development Fund (TAIPED), inter alia for the Hellenicon project, the sale of Asteras jointly with National Bank. the development of Afandou Golf Course, and the sale of the property portfolio with the sale and leaseback method, the management of the Jessica Holding Fund for the Regions of Central Macedonia and Thessaly, etc.

September 2001 – November 2007: Director in Mizuho Corporate Advisory Co. Ltd/ CSF S.A. in Athens.

My duties included the provision of consultancy services in real estate development matters. One of the most significant projects was the provision of Financial Consultant and Technical and Legal Consultant coordination services to ETAD S.A. for the registration, maturation and development of touristic property in various locations in Greece.

October 1994 – December 1999: Vice President, Business Development in the Hinduja Group of Companies in London.

My duties included the development of new companies in various industries (e.g. infrastructure, transport, telecommunications, real estate, financial projects etc.) in India, Europe and America.

ACADEMIC EDUCATION

- 1987** **Management School of the Imperial College of Science, Technology and Medicine**
MBA in Business Administration
- 1993:** **National Technical University of Athens**
Degree in Chemical Engineering

CERTIFICATIONS

1994 to date: Member of the Technical Chamber of Greece

PROFESSIONAL TRAINING / COURSES

FOREIGN LANGUAGES

Foreign Language	Reading	Writing	Speech
English	Excellent knowledge	Excellent knowledge	Excellent knowledge
German	Good knowledge	Good knowledge	Good knowledge
French	Basic knowledge	Basic knowledge	Basic knowledge
Italian	Basic knowledge	Basic knowledge	Basic knowledge

COMPUTER SKILLS

Windows, MS Office (Word, Excel, PowerPoint, Project), Outlook, Internet Explorer, document management software

OTHER ACTIVITIES

2016 – 2019: Member of the B.o.D. of Westminster Development Services Limited in London

2015 – 2016: Member of the Advisory Board of Picasso Fund in Italy

2015 – 2016: Member of the Advisory Board of Karela S.A.

2011 – 2014: Member of the Advisory Board of Elliniki Theamaton S.A.

1997 – 1999: Member of the Advisory Board of Hinduja Lufthansa Cargo Holding B.V. in the Netherlands.

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: Aikaterini Apergi

PROFESSIONAL EXPERIENCE

July 2014 to date

NOVAL S.A. – Real Estate Development

Financial and Administrative Services Division

NOVAL constitutes the main vehicle used by VIOHALCO for the development and management of large part of its real estate.

July 2015 – June 2014

ALPHA BANK S.A. - Wholesale Banking Workout Division

Vice Director

- Management of a loan portfolio of approximately €1 billion.
- Supervision of the relationship between bank and client (approximately 100 groups of companies).
- Participation in the negotiations with the client and their consultants.
- Supervision of the analysis and assessment of the client's creditworthiness.
- Determination of key terms and conditions of a potential restructuring (either at the bilateral or syndicated level).
- Review and presentation of the Proposal Reports to the competent approval units of the bank, as appropriate.
- Supervision of the implementation of the approvals.
- Provision of information in the context of preparation of reports, to internal bodies of the bank and/or external entities and supervisory authorities.

February 2010 – June 2013

EMPORIKI BANK, Real Estate and Hotel Financing Department

Director

- Establishment of the new Department (organization chart, staffing, procedures, etc.)
- Establishment, implementation and monitoring of the Business Strategy and Credit Policy of the Department.
- Participation in the negotiations with the client and their consultants.
- Participation in interbank negotiations for common clients.
- Supervision of the analysis and assessment of the client's creditworthiness.
- Determination of key terms and conditions of a potential loan (either at the bilateral or syndicated level).
- Review and presentation of the Proposal Reports to the competent approval units of the bank, as appropriate.
- Supervision of the implementation of the approvals.
- Supervision of internal opinion reports ("Avis Techniques") to other Departments, with regard to existing financing of Hotel Enterprises
- Review and certification of Proposal Reports by EMPORIKI BANK subsidiaries in Cyprus, Albania, Bulgaria and Romania, with regard to real estate and hotel financing.
- Preparation of reports, to internal bodies of the bank and/or external entities and supervisory authorities.

November 2004 – February 2010**EUROHYPO AG – Greek Branch**

EUROHYPO AG (100% subsidiary of Commerzbank) was a leading bank in the Real Estate Financing sector and one of the top in state financing and Bond issuance. The Greek Branch was established in 2004.

(09/2008 – 02/2010) Director & Legal Representative of the Greek Branch**(11/2004 – 08/2008) Transactions Manager**

- Establishment and implementation of procedures for the organization of the Greek branch at all levels of activity and management.
- Establishment and implementation of the required procedures for the Transactions department.
- Compliance Manager for Bank of Greece (supervisory authority)
- Compliance Manager and information manager for the parent company EUROHYPO AG in Germany at all levels of activity and management.

September 2000 – October 2004**PIRAEUS BANK – Real Estate Subsidiaries Group****Various positions in various Real Estate companies of the Piraeus Bank Group**

- **05/2004 – 10/2004**: Piraeus REIC – The first REIC in Greece
- **04/2003 – 05/2004**: Piraeus REAL ESTATE S.A. – The main company through which Piraeus Bank operates in the Real Estate industry (inter alia, Construction, Development and Management, Brokerage and Valuation Services, etc.)
- **04/2002 – 04/2003**: Piraeus REDFIN S.A.: Real Estate Investments and Development. Treasurer (Financial Resources Management).
Reorganization of the financial resources management department, aiming to the centralized management and monitoring of the financing of all the Real Estate subsidiaries of the Piraeus Bank Group.
- **10/2001 – 04/2002**: Piraeus Bank S.A.: Real Estate Investments and Development Division
Officer
- **09/2000 – 09/2001**: PIRAEUS PRIME BANK SA – Investment Bank of the Piraeus Bank Group. Real Estate Investments and Development Division
Officer

April 1999 – September 2000**IOLCOS HELLENIC MARITIME CO. LTD,**

Maritime Holdings Company, managing Bulk Carriers globally

Procurement department employee

- Processing and management of procurement requests from all the group's ships, globally (inter alia, selection of most suitable port and supply dates, evaluation of financial offers and selection of suppliers and technicians, order placement, delivery and invoice control, payment orders).
- Type of supplies: Food, Clothing & Footwear, Medicines, Spare Parts, Paints, Chemicals.

December 1996 – July 1998**KINITRO S.A. – Construction Company, Research and Technology**

Construction company specialized in the erection of buildings with prefabricated reinforced concrete panels.

Financial Resources Management

- Preparation of the financial flows of each project and the company
- Preparation and control of payments to contractors, designers and suppliers
- Review and monitoring of project contracts
- Financing needs management

- Preparation of regular reports to the company's B.o.D.

ACADEMIC EDUCATION

- 2005** **University of Strathclyde,**
Dept. of Accounting & Finance,
M.Sc. in Finance
- 1995** **National and Kapodistrian University of Athens,**
School of Law, Economics and Political Sciences
Department of Political Science and Public Administration
(Specialization International and European Economic Studies)

CERTIFICATIONS

- 2005** **National and Kapodistrian University of Athens**
Internal Control Certificate

PROFESSIONAL TRAINING / COURSES

- Various educational and training seminars ((SAP/MARK/BCA, IRIS, COFA, AML, Compliance, Operating Risk Management) organized by the parent company EUROHYPO A.G. (Main Office) and COMMERZBANK, depending on the institutional obligations and needs (2004 – 2010).
- INTERNATIONAL REAL ESTATE FINANCE, Euromoney Training in collaboration with PRICEWATERHOUSECOOPERS, Athens, 26, 27 & 28 September 2001.

FOREIGN LANGUAGES

- English:** Cambridge 'Certificate of Proficiency in English'
1991 "English Language Teaching License for Private Schools", Region of Eastern Attica,
2nd Division of Secondary Education,
- French:** Universite de Paris, Sorbonne, 'Certificat Pratique de Langue Francaise', 1er degre
- Italian:** PALSO 'Diploma Superiore'
- German:** Basic

COMPUTER SKILLS

- Operating Systems: Windows
Microsoft Software: Word, Excel, Power Point, Access, SAP
Internet: Internet explorer, Firefox, Outlook

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: Eugenia Mourousia

PROFESSIONAL EXPERIENCE

January 2015 to date

NOVAL S.A. – Real Estate Development

Real Estate Development and Management Division

NOVAL constitutes the main vehicle used by VIOHALCO for the development and management of large part of its real estate.

July 2013 – December 2014

ALPHA ASTIKA AKINITA S.A. – Member of the Alpha Bank Group

Manager of the Group's Special Purpose Vehicles in the countries of S.E. Europe and AAA's Subsidiary in Romania:

Coordination and management of the activities of Companies related to:

- hand real estate management aimed to improve the operational and financial performance of properties, the monitoring of the implementation of the real estate management business plans, the appropriate positioning of the portfolio for disinvestment and/or sale of real estate for the improvement of capital adequacy (required supervisory capital) and the Group's liquidity.
- maintaining and/or increasing the value of the Group's investments.
- operational management thereof following the operational and financial objectives set.
- strengthening the prospect of developing the properties under their responsibility.
- apportionment of the relative investment risk.
- facilitation of the Bank's disinvestment.

With Regard to AAA R SRL, the main responsibilities regarded the coordination and management of the Company's activities related to:

- Property Management
- Construction Projects
- Consultant Services
- Property valuation

January 2011 – June 2013

EMPORIKI BANK – Member of the Credit Agricole Group

Director of Real Estate Valuation Department

- Valuation of Properties and Mechanical Equipment in Greece and abroad
- Market Research
- Review – assessment of valuations above a certain property value for subsidiaries of the Group abroad
- Participation in the Higher Valuation Committee for property value exceeding €10 million
- Training of internal and external associates
- Preparation of the group's valuation regulation

November 2010 – December 2010

EMPORIKI REAL ESTATE S.A. - Member of the Credit Agricole Group

Director of Real Estate Valuation Department

- Valuation of Properties and Mechanical Equipment in Greece and abroad
- Market Research
- Review – assessment of valuations above a certain property value for subsidiaries of the Group abroad
- Participation in the Higher Valuation Committee for property value exceeding €10 million

- Training of internal and external associates
- Preparation of the group's valuation regulation

March 2006 – October 2010

EMPORIKI REAL ESTATE S.A. - Member of the Credit Agricole Group

Director of Foreign Projects Development Department

Under the supervision and guidance of the CEO and the Development Manager, I coordinated all the activities of the Company related to:

- Finding properties to cover the needs of the foreign subsidiaries
- Valuations of properties and mechanical equipment (abroad)
- Investments in Balkan countries

From July 2007, also Director of Corporate Properties Management Strategy Department (former Investment and Technical Projects Department)

Under the supervision and guidance of the CEO and the Development Manager, I coordinated all the activities of the Company related to:

- The promotion of new investments
- The management of Technical and Construction Projects and the Provision of Consultant Services to the Group and other clients
- Project Supervision
- Determination and Implementation of Corporate Properties Management Strategies

Additionally, from April 2008 – January 2008 and from June 2010 – November 2010

- Member of the valuation committee
- Final review of the valuation reviews with a value exceeding €3million

November 2004 – February 2006

EMPORIKI REAL ESTATE S.A. - Member of the Credit Agricole Group

Real Estate Consultant

- Market research in all real estate sectors (offices, stores, industrial, etc.)
- Property valuation (offices, stores, residences, industrial etc.)
- Development Studies / Financial Analysis
- Technical Inspection of Properties
- Relocation Studies

April 2004 – October 2004

Freelancer

- Market research in all real estate sectors (offices, stores, industrial, etc.)
- Property valuation (offices, stores, residences, industrial etc.)
- Development Studies / Financial Analysis
- Technical Inspection of Properties
- Relocation Studies

October 2001 – March 2004

DTZ MIHALOS S.A. - Affiliate Company of DTZ

Real Estate Consultant

- Market research in all real estate sectors (offices, stores, industrial, etc.)
- Property valuation (offices, stores, residences, industrial etc.)
- Real estate portfolio valuation
- Development Studies / Financial Analysis
- Technical Inspection of Properties
- Relocation Studies

- Property promotion

October 1997 – September 2000

MELETITIKI ETAIREIA A. KOUTROUMPIS & SYNERGATES

Assistant Surveying Engineer

- Road construction designs
- Cadastral studies
- Surveying activities (field and office)

ACADEMIC EDUCATION

- | | |
|------------|---|
| 2007- 2009 | Interuniversity Master's
(National Technical University of Athens& Athens University of Economics
and Business)
Athens MBA |
| 2000- 2001 | The University of Reading
MSc in Real Estate |
| 1995- 2000 | National Technical University of Athens
School of Rural and Surveying Engineering
Bachelor's & Master's Degree |
| 1994- 1995 | Agricultural University of Athens
Department of Agricultural Economics |

CERTIFICATIONS

- | | |
|------|---|
| 2013 | Ministry of Finance
Member of the Registry of Certified Valuers |
| 2011 | Tegova
Recognized Expert Valuer |
| 2007 | Royal Institute of Chartered Surveyor
Chartered Surveyor - Valuation Faculty |

PROFESSIONAL TRAINING / COURSES

- Conference on the real estate market and its prospects,
Hellenic Valuation Institute, February 2015
- Conference of valuation and similar subjects,
Association of Greek Valuers, January 2015
- Conference of Real Estate Development & Operation,
Prodexpo, October 2014
- Conference on the real estate market and its prospects,
Hellenic Valuation Institute, October 2013
- Seminar for the certification of energy inspectors

I LEARN

FOREIGN LANGUAGES

English : Cambridge 'First Certificate in English (Lower)', 1991
TOEFL, 2000

COMPUTER SKILLS

Microsoft software ((word, excel, access etc.)

AutoCAD

Internet (Internet explorer, Firefox, Outlook)

OTHER ACTIVITIES

Member of the Board of Directors of the Association of Greek Valuers (www.avag.gr)

Member of the Royal Institution of Chartered Surveyors (RICS)

Member of the Hellenic Valuation Institute

Member of the Technical Chamber of Greece

CURRICULUM VITAE

MARIA KAPETANAKI

PROFESSIONAL EXPERIENCE

VIOHALCO S.A. (5/2011 - to date)

Treasurer and Head of Corporate Strategy & Risk Management, as of 2021

Reports to the Financial Services Manager, main duties:

- Responsible for the financing of the group's companies.
- Responsibly for the operation of the Treasury department.
- Responsible for the overall relationship of the group with Financial Institutions.
- Responsible for the management of the group's financial risks.

HALCOR S.A. (2/2011 - 5/2011)

Management Consultant in Financing & Risk Management subjects

Reports to the CEO, main duties:

- Responsible for the financing of the group's companies.
- Responsible for the establishment and operation of the Treasury.

PROTON BANK Group (1/2000 - 1/2011)

PROTON BANK (9/2003 – 1/2011)

Risk Manager

Reports to the CEO, main duties:

- Establishment and operation of Risk Management Department .
- Reorganization of the Department following the absorption of OMEGA Bank by PROTON in 2006.
- Planning, supervision and coordination of the daily operation of the Department .
- Responsible for monitoring all the Bank's risks – credit risk, market risk and operating risk
- Responsible for the implementation of Basel II and the adaptation of the Bank to the requirements of the new institutional framework.
- Member of the Asset-Liability Committee (ALCO) of the Bank .
- Participation in the Bank's Credit Committee .

PROTON Mutual Fund Management Company S.A (8/2002 – 8/2003)

Vice Chairman of the Board of Directors and CEO

Reports the Board of Directors. Main duties:

- Responsible for the initial incorporation, staffing and organization of the company.
- Responsible for the establishment and marketing of the company's first three Mutual Funds.
- Planning and implementation of the company's strategy in the investment and marketing sectors, in close collaboration with UBS AG, who was a consultant and member of the investments committee.
- Supervision and coordination of the activities of the company's various departments (investments, analysis, back office, accounting, IT).
- Responsible for the harmonization of the company with the capital market regulatory framework (reports to the Capital Market Commission etc.).
- Preparation of the meetings of the Board of Directors.
- Member of the company's B.o.D. from 2002-2005.
- Member of the investments committee from 200-2005.

PROTON BANK (11/2001 – 8/2002)

Management Consultant

On planning and organization matters, during the incorporation of the Bank, reporting to the CEO.

- Member of the team that prepared and submitted the application for banking license to the Bank of Greece .
- One of the first executives of the Bank at its incorporation in 2001, contributing to the preparation of the Bank's business plan and investment strategy that led to a rapid listing of the Bank in the Stock Exchange in 2005.

PROTON Asset Management Investment Services S.A. (3/2000 – 10/2001)

General Manager

General Manager of Proton Asset Management Investment Services S.A. during the incorporation of the company in 1999, reporting to the B.o.D. Main duties:

- Responsible for the initial organization and staffing of the company.
- Responsible for the supervision and coordination of the operation of the Company's various departments (Investments, back office, accounting, IT).
- Member of the Investments Committee and responsible for the management of the portfolio of the listed investment company EYRODINAMIKI Holding Company S.A..
- Responsible for ensuring the sound management of the other institutional clients of the company.
- Executive member of the B.o.D. .

HSBC – Pantelakis Investment Services S.A. (8/1999 – 1/2000)

Director of the Risk Management Department

Responsible for the design and development of the department of market and credit risk for products of the Stock Exchange and the Derivatives Exchange.

SIGMA CHRIMATISTIRIAKI Investment Services S.A. (8/1996 – 4/1999)

Vice Director Capital Markets Department

Domestic and foreign bond trader. Responsible for the development and support of the activities as well as for the provision investment advice to international and domestic institutional investors. It should be noted that during that period Sigma was the only brokerage firm with its own bond clearing account in the Bank of Greece.

HSB CBANK (9/1993 – 8/1996)

Money Market and Bond Exchange Trader (3/1994 - 8/1996)

Co-responsible for the Bank's bond portfolio composition strategy. Responsible for the planning and implementation of a position and risk monitoring system for the bond portfolio.

Assistant Money Market Trader

Responsible for the Bank's position in foreign currencies and the short-term position in Drachma.

METKA S.A. (7/1990 – 5/1991)

Assistant to the Head of the Financial Services Department

Responsible for the presentation of bids in P.P.C. (ΔΕΗ) tenders.

EDUCATION

COLUMBIA Business School (Νέα Υόρκη ΗΠΑ). 1991-1993

MBA (Dean's List), Finance and Marketing

RUTGERS, the State University of New Jersey (New Jersey, ΗΠΑ). 1986-1990

Degree in Finance and Information Technology , with the most prestigious academic honor in the US (Phi Beta Kappa).

RUTGERS, the State University of New Jersey (New Jersey, ΗΠΑ). 1989

Research, Henry Rutgers' Scholar, Tourism, a Dynamic Component in Greece's Economic Development.

PROFESSIONAL TRAINING

Hellenic Banking Institute

- Pillar II, October 2007.
- Management of Assets and Liabilities and Securitization, October 2006.
- Credit Risk, Reporting and Basel II, June 2006.
- New Regulatory Framework for the Capital Adequacy of Banks, December 2005.

Euro Money Training

- Economic Capital, stress testing and the ICAAP, May 2009
- Practical Risk Management with Derivatives, November 1998

PROFESSIONAL CERTIFICATIONS

Bank of Greece, 2008

Professional Qualification in the specialization of Portfolio Manager

Hellenic Capital Market Commission

Professional Qualification in the specialization of the Investment Consultant

FOREIGN LANGUAGES

English : excellent

CURRICULUM VITAE

MICHALIS PANAGIS

ACADEMIC TRAINING - EDUCATION

- 1986 – 1987** **Imperial College London, University of London**
MSC, First Class Honors.
- 1979-1985** **National Technical University of Athens**
Department of Chemical Engineering - MEng Chemical Engineering, Grade 8.2/10

Work Experience

- October 2023 :** **Non-executive BoD Member/ BoD Member SIDENOR Group**
April 2023 : **Non-executive BoD Member/BoD Member Cosmos**
Aluminium,

02/2020 -April 2023 : ETEM SA CEO- BoD Chairman - Chairman BoD VIOHALCO GROUP.

ETEM, one of the leading companies in the field of Aluminium Extrusion in Southern Europe, operating since 1971, merged with Cosmos Aluminium in April 2023.

Elaboration and implementation as CEO of ETEM of a restructuring plan for the company.

06/2018 – 01/2020 PAPOUTSANIS S.A.

CEO & Executive Member of the Board of Directors .

11/ 2015 – 02/2019 SELONDA SA

Group CEO and Executive Vice Chairman of the Board of Directors

- Implementation of a three-year strategic plan for the restructuring and transformation of the company, in agreement with Systemic Greek Banks, which acquired the statutory majority of the company in 2015, aiming at the sale of the company. The company returned to profitability in 2017.
- Operational consolidation of DIAS SA, (the third largest Greek fish farming company) into the Selonda Group.
- The consolidated company with an extroverted orientation (> 80% of turnover) was from exports, outside Greece, employed 1200 people,
- Main role in the implementation of the sale of Selonda from Systemic Banks to PE /Private equity funds Amerra Capital Management LLC (US) and MDC Industry Holding Company LLC - Mubadala (UAE). The sale was carried out in cooperation with financial advisors Lazard Frères SAS, PriceWaterhouseCoopers Business Solutions SA and Alvarez & Marsal Hellas Consulting Single Partner EPE.

2005 – 2015

Eurodrip Group

Group CEO and Executive Vice Chairman of the Board of Directors

- Private Equity - Global Finance was a shareholder of the Listed Company Eurodrip from 2005 to 2013. The company was sold in 2013, to US Private Equity Fund/ Paine & Partners (Transaction highlights: EV = 11.0 x EBITDA (2011) or 8.6 x (2012)).
- CEO of the six (6) subsidiaries of Eurodrip - USA, Peru, Egypt, Jordan, Turkey & Romania). The Group's subsidiaries accounted for 68% of consolidated turnover and 72% of operating profitability (EBITDA).
- Implementation of a strategic and operational plan for the transformation and improvement of the Group's financial performance.

- Declared by investment firm Houlihan Lokey "one of the 2012 leading CEO's contributing to a successful transaction".

1988 - 2005

: M.J.MAILLIS Group

- Executive Member of the Board of Directors (Vice President)
- Group Chief Commercial Officer - Head of Strategy & Business Development.
- Significant Contribution to the transformation of Maillis into a multinational Group of companies with an extroversion of >92%. The Maillis Group had a turnover of 300 million € in 2003.

BOARD MEMBERSHIPS

April 2023 -	Cosmos Aluminium /Non Executive Member of the
BoD. Oct 2023 -	Sidenor SA /Non Executive Member of the BoD.
2020 – 2022	ETEM - Executive Member of the BoD.
2018- 2020	Papoutsanis - Executive Member of the BoD
2015 – 2019	Selonda S.A. - Executive Member of the BoD
2015 - 2019	Perseus Seafoods S.A. - Nonexecutive Member of the BoD
2011 – Present	Geohellas - Non-Executive Member of the BoD (Costantakopoulos Group of Companies)
2015 – 2020	Specta - Non Executive Member of the BoD (Largest PET & Steel Strap Producer in E.Europe)
2010 - Present	Theotokos Charity Foundation – Non- executive Member of the BoD
2014 – 2017	capital.gr – Non-Executive Member of the BoD
2011 - 2015	M.J.Maillis Group - Non executive Member of the BoD

ADDITIONAL SKILLS AND ACHIEVEMENTS

LANGUAGES: Greek (native), English (fluent), German (fluent), French (conversational)

ACHIEVEMENTS

- Award - Houlihan Lokey Global Successful CEO's 2012
- Awards – ICAP 2011, 2012, 2013 Greek Business Leaders
- Member of Imperial College Business School

INTERESTS

- Actively involved in sports like skiing, kite surfing, swimming, and running
- Interested in art and travelling.

CURRICULUM VITAE

Personal Information:

Full name LOUMIOTIS VASILEIOS

Studies:

- Graduate of the Athens University of Economics and Business Administration (formerly AUEB), in 1973.
- Graduate of the Roosevelt University of Chicago with a Master's degree in Business Administration (MBA) in 1979.

Work experience:

He has been practising as an auditor since 1980 and in particular as a member of the Chartered Accountants Association (CAA) from 1980 to 1992 and of the Chartered Auditors Accountants (CAAA) from 1993 to 2021.

Since 1993, with the title of Chartered Auditor Accountant, he has been employed in the auditing company SOL SA, in which he was also a shareholder.

During his long tenure as a Chartered Auditor Accountant, he was elected, as a regular auditor, by a significant number of companies to audit their annual financial statements. Among these companies are ALPHA BANK for the audit of its financial statements from fiscal year 1994 to fiscal year 2002, ALBIO HOLDINGS S.A., Unisystems S.A., etc.

During this term of office, he carried out special tasks, such as special audits for the listing of companies on the Stock Exchange, business valuations, implementation of International Financial Reporting Standards, Accounting Organizations, etc. in a significant number of companies.

Teaching experience:

a) Lecturer at the Institute of Education of the Chartered Auditors Accountants Association (I.E.C.A.A), from 1997 to 2021, in the following subjects:

- Auditing and professional skills of auditors
- Risk management and internal audit.
- International Audit Standards.
- Sectoral Accounting Plan for Banks.
- Consolidated Financial Statements.
- International Financial Reporting Standards (IFRS).

- b) Lecturer at the National and Kapodistrian University of Athens, in the Master's program of Applied Audit Accounting (in cooperation with CAAA with SOEL)), from 2006 until today.
- c) Lecturer at the University of Macedonia in the Master's program of Applied Accounting and Auditing (in cooperation with the ICAAA(IESOEL)) from 2011 until today.
- d) Lecturer at the University of Piraeus in the Master's Programme of "Accounting and Auditing of Business and Public Organizations" since its establishment until today.
- e) Lecturer at the International Hellenic University in the Master's Program of Accounting, Auditing and International Transactions from 2012 until today.
- f) Lecturer at the Mediterranean University of Crete in the Master's Programme of Accounting and Auditing from 2012 to date.
- g) Instructor in in-house professional training seminars, tailored to the specific needs of the Groups.

Writing work:

In the context of lectures at the I.C.A.A.A. and the N.K.U.A., the following books were prepared and published, which have been distributed to all their students:

1. "Practical Issues in Applied Business Auditing" 2 volumes (p. 1054)
2. "Applied Business Auditing" (p. 742)
3. "Risk Management and Internal Audit" (p. 454)
4. "Fundamental Guidelines for the Implementation of International Auditing Standards" (446)
5. "Practical Issues of Applied Accounting and Auditing on Consolidated Financial Statements" (p. 641)
6. "Issues of Applied Accounting and Auditing of Banks" (p. 343)

Other professional activities:

- Chairman of the Scientific Council of the Chartered Auditors Accountants Association from April 2009 to April 2021.
- Director of Studies of the Training Institute of the Chartered Auditors Accountants Association from January 2010 until June 2021.

- Member of the ASAC Professional Examinations Committee from 2010 to date.
- Member of the ASAC Professional Examinations Exemption Committee from 2012 to date.
- Member of the Board of Directors of ELVALHALCOR SA and Chairman of the Audit Committee from 1/1/2021 to date.
- Member of the Board of Directors of Medicon SA and Chairman of the Audit Committee from 1/7/2021 to date.

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: **Loukas Papazoglou**

PROFESSIONAL EXPERIENCE

2020 to date: Member of the B.o.D. of ATTICA GROUP S.A., a leading sea transport company and parent company of Blue Star Ferries, Hellenic Seaways and Super Fast ferries. He is also member of the Audit Committee and the Nominations Committee.

2019 to date: Member of the B.o.D. of the listed investment holding company MARFIN INVESTMENT GROUP.

2018 to date: Senior Advisor to the Board/ Management Advisor Kantor Management Consultants S.A.

2019 - 2021: Member of the B.o.D. and of the Financial Committee of HELLENIC PETROLEUM S.A., a leading company with international presence.

2015 – 2017: Managing Director, Apivita S.A., a leading natural cosmetics company with international presence.

2011 – 2014: General Manager, HTC AG.

He had the role of senior project manager in Aegean Motorway S.A. and Olympia Odos S.A. In this capacity he served as members of the Board of Directors of Aegean Motorway S.A. and Olympia Odos S.A.

2008 2010: Chairman of the Board of Directors of Athens International Airport S.A. Head of the Audit Committee and the Finance and Investment Committee of the International Airport.

2004 – 2008: Special Secretary for Privatizations

During the period 2004-2008 he served as Special Secretary for Privatizations of the Hellenic Republic where he acted as Project Manager for important privatizations, whereas for a period of approximately eight months he was responsible for the General Accounting Office of the State.

1998 – 2004: Managing Director of the company B&B Finance.

ACADEMIC EDUCATION

1994-1995: Reading University, UK

MSc in International Finance and Banking

1989-1993: Athens University of Economics and Business

Degree in Business Administration

FOREIGN LANGUAGES

English: Excellent knowledge

French: Basic Knowledge

COMPUTER SKILLS

Excellent knowledge of Microsoft Office Tools

CURRICULUM VITAE

PERSONAL DETAILS

Full Name: Stroutsis Ioannis

PROFESSIONAL EXPERIENCE

14 April 2016 to date

Private sector professional

2000 – April 13, 2016

ELECTRONIKI ATHINON S.A.

General Management

1985 – 1994

ELECTRONIKI ATHINON S.A.

Sales – Procurement

ACADEMIC EDUCATION

1987 Babson College

MBA Finance & International Business (with Distinction)

1981 Athens University of Economics and Business

Degree in Business Administration (Very Good)

PROFESSIONAL TRAINING / COURSES

2016 HARVARD EXECUTIVE EDUCATION

2017 HARVARD EXECUTIVE EDUCATION

FOREIGN LANGUAGES

English (very good)

French (limited)

COMPUTER SKILLS

Office