

SPEAKERS

WELCOME ADDRESSES



ELIAS SPIRTOUNIAS
Executive Director
American-Hellenic Chamber of Commerce

After graduating from the School of Mathematics, University of Athens, Elias Spirtounias completed his graduate studies at the School of Electrical Engineering (M.Sc. degree and pre-Ph.D. studies) at Boston University. During his residence in the United States, he participated as a Research Engineer in several research programs in cooperation with other organizations and companies such as NASA, MIT, UNH in fields of analog and digital electronics, circuits design and applications. He returned to Greece in 1992 and after completing his military service in 1994, he held the position of Technical Director for the subsidiary of the Italian company Citec SpA, a company specialized in the design, production and application of voice and image processing systems. From 1997-February 2009, he worked for the Foundation of the Hellenic World, a major Greek private non-profit cultural organization, starting as a Construction Supervisor and continuing as a Managing Director of the brand new then Cultural Center, Hellenic Cosmos, an innovative, based on new technologies, theme park. During his tenure, he contributed significantly to the expansion, development, and operation of the Center and its establishment as one of the most known technology-driven theme parks in Greece and abroad. From March 2009, he holds the position of Executive Director of the American-Hellenic Chamber of Commerce. Along with his colleagues and in cooperation with the Board have managed, in the midst of the economic crisis, to increase significantly the number of activities, undertake important initiatives, retain in high level memberships, foster advocacy, expand further the presence of the Chamber in the US and contribute to the evolution of the Chamber into one of the leading dynamic and reliable business organization in Greece. He serves as Treasurer of the American Chambers in Europe (ACE) Executive Committee.



NIKOLAOS BAKATSELOS
President
American-Hellenic Chamber of Commerce

Nikolaos Bakatselos is the Managing Director of Pyramis Metallourgia A.E. and Pyramis Deutschland GmbH. He was Member of the Board of Directors, and Deputy Managing Director, of Northern Greece Publishing S.A. He has held the position of Managing Director of Imperium AEX, and Member of the Board of Directors of Egnatia Bank Securities S.A. He was a Member of the Board of Directors of Attica Bank from February 2014 until June 2016. He was a Member of the Steering Committee of the International Hellenic University from 2006 until January 2014 and Member of the Board and President of the Northern Greece Committee of EEDE. He is Member of the Committee Support CERTH, Trustee of Anatolia College, Member of the Board and Member of the Steering Committee of SVE and Honorary Consul of Belgium for Northern Greece. After being a Member of the Board of Directors of the American-Hellenic Chamber of Commerce for several years, in June 2010 he was elected Vice President of AmChamGR and President of the Northern Greece Committee and since June 2019 he is the President of AmChamGR. In October 2019 he was elected as President of HEDNO by the General Assembly of HEDNO. Nikolaos Bakatselos holds a B.A. in Sociology from University of Reading and a MSc in Shipping, Trade and Finance from City University Business School.



CONSTANTINE PAPACOSTOPOULOS
Founding Partner, CPA Law
Chair, Corporate Governance Committee
American-Hellenic Chamber of Commerce

Constantine Papacostopoulos, Lawyer before the Supreme Courts of Greece, is the founding partner of "CPA Law". He is a member of the Athens Bar Association, Chairman of the Corporate Governance Committee of the American-Hellenic Chamber of Commerce, member of the Association of Greek Commercial Lawyers, of the Society of Tax Law and Public Finance Studies and of the Tax Committee of the Hellenic-French Chamber of Commerce, and Chairman of the Greek

Department of International Fiscal Association (IFA). Constantine Papacostopoulos has extensive experience in corporate law issues, tax and banking law, finance, corporate restructuring, investments and Private Public Partnerships (PPPs). He has published a series of books and articles and has given several lectures on the above issues. He has served as a Partner of the Tax and Legal Department of KPMG Greece and, for the period 09/1999 - 12/2003, as Chairman of its Board of Directors. His professional experience includes the execution of numerous projects as legal and tax advisor as well as attorney of many large multinational and Greek companies, while as a legal advisor at the Ministry of Commerce he participated in numerous legislative committees on company, banking and stock exchange law. He has served as the person in charge for the conformity of Greek company and stock exchange legislation with European law and has attended court proceedings as an attorney before the European Court of Justice. He has also been appointed by the Bank of Greece as Supervisor of Liquidation of major insurance companies and has acted as liquidator of major insurance companies. In addition to his experience as a practicing lawyer, Constantine Papacostopoulos is Lecturer of "M&A Law" in the University of Piraeus and has been a professor of Commercial and Banking Law in French Higher Education Institutions.

KEYNOTE ADDRESSES



CHRISTOS STAIKOURAS
Minister of Finance

He was born in Lamia, Fthiotida, in 1973. He was elected MP in Fthiotida with Nea Demokratia political party on the election of 2007, 2009, 2012 (May and June), 2015 (January and September) and July 2019.

From October 2009 until June 2012, he was Deputy Head of the Economic Policy Sector of Nea Demokratia.

From June 2012 he was appointed as Alternate Minister of Finance and held his position until the election of January 2015.

From February 2015 until June 2019, he was the Head of ND Economic

Policy Sector. From July 2019 he was appointed as Minister of Finance.

He holds a degree in Mechanical Engineering from the National Technical University of Athens (NTUA), a Master's in Business Administration (MBA) from the Management School, Imperial College of Science, Technology and Medicine, University of London, and a Doctor's degree (PhD in Banking) from the Department of Banking and Finance, Cass Business School, City University. He is Associate Professor in Finance at the Athens University of Economics and Business. He was part time academic staff at the Hellenic Open University (2004-2007), Assistant at the Athens University of Economics and Business (2006 - 2019), Visiting Professor at the Universities of Thessaly, Athens, City and European University Cyprus. He has worked at the Central Bank of England and the Eurobank Group. He has published over 50 research papers in international refereed scientific journals, books and monographs and he has also participated in many scientific international conferences. He is member of scientific and research societies and organizations.



DIMITRI PAPALEXOPOULOS
Chairman of the Board of SEV

Dimitri Papalexopoulos is Chairman of the Group Executive Committee of Titan Cement International (TCI), a cement and building materials producer active since 1902. TCI directly employs about 5.500 people, operates cement plants in 10 countries and is active in many more. Mr. Papalexopoulos is Vice-Chair of the European Round Table for Industry (ERT) and chairs the ERT's Energy Transition & Climate Change Committee. He is a member of the Board of the Foundation for Economic and Industrial Research (IOBE), the Hellenic Foundation for European and Foreign Policy (ELIAMEP) and of "Endeavor Greece". He holds an MSc in Electrical Engineering from the Swiss Federal Institute of Technology (ETHZ) and an MBA from Harvard Business School. Prior to joining TITAN, he was a consultant for McKinsey & Company in New York and Munich. He speaks Greek, English, French and German. He is married and has three children.

RECENT REGULATORY DEVELOPMENTS REGARDING CORPORATE GOVERNANCE AND NON-FINANCIAL REPORTING (ESG CRITERIA)



VASSILIKI LAZARAKOU, JSD
Chair of the Hellenic Capital Market Commission
Member of the Management Board of the European Securities and Markets Authority
Chair of the ESAs Joint Sub - Committee on Securitisations

Dr. Vassiliki Lazarakou is Chair of the Hellenic Capital Markets Commission (HCMC) since September 2019. In December 2020 she was elected as a member of the Management Board of the European Securities and Markets Authority (ESMA) for a term from 1 January 2020 until June 2023. She has also been elected as Chair of the ESAs' (ESMA, EBA & EIOPA) Sub - Joint Committee on Securitisations and she is member of the Joint Committee. She is also an Alternate Member of the Enforcement Panel of ESMA. Dr. Lazarakou has a Doctorate in Law (JSD) from New York University School of Law, New York, U.S.A. and her Doctoral thesis was on "Greek privatizations in International Perspective". She also has an LLM in International Legal Studies from New York University School of Law and Bachelor in Law from the Athens University, School of Law. She is a lawyer admitted at both the Athens Bar and the New York Bar Association with expertise on capital markets, M&As, privatizations, corporate and commercial law and other similar issues. She has worked for more than 20 years as a Partner at several law firms and for more than 10 years she was heading the relevant Banking, Capital Markets and Finance Department of such Firms. From 2012 -2015, she was also a First Vice-Chair of the HCMC and an alternate member of the ESMA Board of Supervisors. During her term as a Vice Chair, she achieved the political agreement for the adoption of the Regulation and Directive on "Markets in Financial Instruments" (MiFID II/ MIFIR) as Chair of the relevant Working Group of the Council in 2014. Also, she chaired the Council Working Group for the draft Regulation on European Long Term Investment Funds (ELTIFs) and managed to achieve the general approach by the Council in June 2014. Vassiliki Lazarakou has participated in a large number of Seminars by teaching several capital markets and banking issues (indicatively, corporate governance issues of financial institutions, MIFID II/ MIFIR, AML, etc.) and she is the co-author of several legal publications (on issues such as takeover bids, obligations of listed entities, etc.).



GUY JUBB
Vice-Chair
European Corporate Governance Institute

Guy is the Vice-Chair of the European Corporate Governance Institute and an Independent Non-Executive of Mazars LLP, who are one of the leading challenger firms in the UK audit market. Guy, who is a Scottish chartered accountant, spent 30 years with the investment team at Standard Life Investments and was a pioneer in corporate governance and stewardship. He retired from Standard Life Investments in 2016 as Global Head of Governance & Stewardship, having received the Governance Institute's Outstanding Achievement Award. In life after Standard Life, as well as writing and speaking about ESG and related matters, Guy advises companies and regulators.

He was a member of the Global Advisory Panel of Standard Life PLC (which is now Standard Life Aberdeen PLC) and he served two terms advising the PCAOB, the US audit regulator. Guy is also an Honorary Professor at the University of Edinburgh and chairs the Research Panel of the Institute of Chartered Accountants of Scotland. In his spare time, Guy enjoys indulging his grandchildren, hiking, and listening to jazz.



SOCRATES LAZARIDIS
CEO
Athens Exchange Group

Socrates Lazaridis is Chief Executive Officer of Hellenic Exchanges-Athens Stock Exchange and the subsidiaries Athens Exchange Clearing House and Hellenic Central Securities Depository. He is also Chairman of the Board of the Stock Markets Steering Committee, Member of the Board of the American - Hellenic Chamber of Commerce, Member of the Board of the Council on Competitiveness of Greece, Vice Chairman of the Federation of Euro-Asian Stock Exchanges (FEAS) and Member of the Board of the Association of S.A. & Limited Liability Companies serving also as President in the Capital Markets & Corporate Governance Sector. He joined the Athens Exchange Group in 1994 and held several positions at the Central Securities Depository, the "Systems Development and Support of Capital Market" (ASYK SA) and the Athens Exchange, while he also served as member of the Board at Athens Derivatives Exchange and the Athens Derivatives Exchange Clearing House. He was also member of the Board of the Hellenic Capital Market Commission, member of the Board of the LinkUp Markets and of the Federation of the European Securities Exchanges (FESE). Born in Athens in 1962, he studied Economics at the Department of Economics in Athens University and continued his studies for an MSc (Econ) at Queen Mary College of London.



MARIA THEODOULIDOU
Group Finance Director, Controlling & Planning
Fourlis Group

Maria Theodoulidou holds an MSc in Operations Management from the University of Manchester and an Engineering degree from the Technical University of Crete, Production Engineering and Management Department. She is the Group Finance Director Controlling and Planning and EXECO member in FOURLIS Group (www.fourlis.gr) the franchisee of IKEA stores in 3 countries and of INTERSPORT stores in 5 countries, since 2009. From 2000 till 2008 she was the Chief Internal Auditor of FOURLIS Group and for 5 years before she was a Manager in KPMG in the advisory Department. From 1993 till 1995, she worked as a Project Manager in O1 PLIROFORIKI in technology and restructuring projects. From September 2020 till now she is an independent Audit Committee member in HEDNO (Hellenic Electricity Distribution Network Operation). She holds several professional qualifications such as CISA (Certified Information Systems Auditor), CIA (Certified Internal Auditor) and CCSA (Certification in Control Self-Assessment). She is a member of the Corporate Governance Committee of the American Chamber of Greece, a member of the Corporate Governance Committee of SEV, a member of the SEV Tax Committee and a member of Non-Executive Director's Club in Greece. She is the founder of Youth Professional Solidarity Initiative (www.act-flo.gr). The areas of her functional expertise are: Financial Reporting, Controlling, Tax, Corporate Governance, Internal Audit, Risk Management, Compliance, Project Management and Business Process Reengineering.

EFFECTIVE BOARD COMPOSITION, NOMINATION, REMUNERATION AND THE RISE OF EFFECTIVENESS EVALUATIONS



XENIA KAZOLI
Executive Vice Chairwoman
Hellenic Corporate Governance Council

Xenia Kazoli is an experienced international lawyer, admitted to the bars of New York Paris and Athens. She has advised on large and complex transactions in multinational environments, including for the governments of Greece, Italy, France, Spain and Portugal in privatisations and offerings, as well as clients on EU financial regulations and corporate governance.

For the last few years she has been advising on regulatory reform and corporate governance and served for four years as a senior advisor

with Nestor Advisors Ltd, a UK advisory firm specializing in corporate governance. Until 2015 Xenia was a counsel at Allen & Overy LLP, where she spent 15 years specializing in international debt and equity offerings and advising on privatisations and cross border transactions. Prior to this was, she was practicing with Skadden Arps LLP in their Paris and London offices in the international capital markets team.

Xenia has also worked with the World Bank, conducting legal assessment, policy and regulatory reform and advising on judicial capacity building in Peru, Argentina, El Salvador and Venezuela, and more recently as an expert with the European Union in Georgia providing technical assistance and training to government officials on negotiation and drafting of international contracts.

Xenia is currently a member of the Advisory Board of Nardello & Co (a global investigative firm), a member of the Supervisory Board of the Hellenic Company of Assets and Participations (Greece's holding company of the state owned enterprises), a member of the Board of the Athens Exchange and Chair of its Nominations and Remuneration Committee, a member of the Board of ATHEX CSD and member of its Audit Committee, Vice Chair of the Board and member of the Committee of ESED (the Greek Corporate Governance Council), as well as a member of the Advisory Board of the NGO DESMOS. She is also the co-founder of Corporate Governance Hub 2020, a non profit promoting corporate governance and diversity in boards.



MICHAEL ZELER
Head of Talent & Rewards, South Eastern Europe
Willis Towers Watson

Michael is currently the Head of Talent & Rewards for South Eastern Europe. Prior to joining Willis Towers Watson, Michael worked in both line and consulting roles in companies such as Procter & Gamble (as Financial Analyst), Korn/Ferry/ Hay as Senior Consultant, Kraft Foods and the Athens International Airport as Head of Compensation & Benefits and ICAP – a leading Greek Consultancy – as Director of Human Capital Consulting. Michael is a Human Capital & Organization Transformation

Executive with a particular focus on Organization Design, strategic workforce planning, corporate performance & total rewards. He has 25 years expertise providing a human-centered, design-based approach. He helps organizations in the public and private sectors to achieve their Business challenges. He has setup and led multiple OD & Talent and Rewards projects over the last few years. With multi-industry experience, he ensures that staff are capable and prepared to execute current and future organizational strategies and meet business goals. He is a strategic professional who works directly with senior leadership in the development of business solutions. He is a creative thinker, problem solver, and decision maker. He has strong communication, interpersonal relations, change management, and collaborative skills. Michael has received his high school education in France (Baccalaureat section Economie), he also holds a BSc degree in Economics from the Athens University of Economics (ASOEE) and an MBA in International Business from City University Business School in London (CASS). Michael was a university professor for more than 10 years, teaching Strategic Rewards at the Postgraduate Program of the Athens University of Economics and Business (AΣOEE). Michael speaks fluently French, Greek, English and has a working knowledge of German and Italian.



VERONI PAPATZIMOU
Partner, People Services, Advisory
KPMG

Veroni is the Partner in charge of People Services Advice in KPMG Greece. Veroni has great zeal helping client companies to improve performance and achieve set objectives and targets aligned to strategic objectives. She also works with passion in helping individual executives to achieve career targets and manage effectively their careers. She specializes in People & Change projects, with emphasis on HR strategy

and culture development designing and implementing Employee opinion surveys and dissemination of company values, on the development of Performance and Reward management systems, on identifying the capabilities/potentiality of executives through Assessment & Development centers and designing complete Talent Management schemes, on assisting executives in transition phase through Outplacement & Career Counseling services as well as on implementing effectively changes in the company for big Greek and multinational companies. Veroni is also working towards promoting the HR function capabilities through surveys, speeches and articles.



JOHN APSOURIS
Group General Counsel
Hellenic Petroleum

Attorney – at – Law, member of the Athens Bar Association, qualified to plead before the Supreme Court, holds a Law degree from the Athens University and a master's degree (DEA) from the University of Aix-en-Provence (France). He speaks Greek, French, English, Spanish and Italian. From January 1994 until November 2010, he was a partner at "Dryllerakis & Associates Law Firm", handling cases of corporate, commercial, and civil law, mergers and acquisitions, criminal law, mining law, bankruptcy and restructuring of debts, arbitration/litigation of commercial law cases. Since December 2010 he is the General Counsel of Hellenic Petroleum Group. For several years, he was a Board member and/or secretary to the Board of Directors of various Greek companies. Between 2013 and 2018 he was member of the Supervisory Board of the "Hellenic Gas Transmission System Operator (DESFA) S.A. Today, he is Chairman of the Board of ELPET VALKANIKI S.A. and VARDAX S.A. and a Director in other three companies of Hellenic Petroleum Group. John is also a member of the LIG of Fuels Europe (Division of the European Petroleum Refiners Association). He has published studies and articles in the Greek and international legal press. He is married and father of three children.

THE ROLE OF THE AUDIT COMMITTEE AND THE SIGNIFICANCE OF EXTERNAL ASSESSMENT OF THE INTERNAL CONTROL SYSTEM AS A CG PROCESS



ROBERT HODGKINSON, BFP FCA
Senior Strategic Adviser
Institute of Chartered Accountants in England and Wales (ICAEW)

Robert Hodgkinson is a member of the Leadership Team of ICAEW and Senior Strategic Adviser to the Chief Executive and Board. Before taking up his present role in April 2021, Robert was Executive Director, Technical Strategy with overall responsibility for ICAEW's specialist faculties and thought leadership programmes, including its work on audit and corporate governance. He joined ICAEW in 2002 from Arthur Andersen where he became a partner in 1992 after graduating in Philosophy, Politics and Economics from Oxford University in 1980 and qualifying as an ICAEW Chartered Accountant in 1983. From 2000 to 2004 Robert represented the UK accountancy profession as a Vice-President of the European Federation of Accountants (FEE, now Accountancy Europe) and Chair of its Auditing Working Party. He was the ICAEW project director responsible for the UK's 2005 Internal Control Guidance for Directors and the 2010 Audit Firm Governance Code. He was also a board member of the International Federation of Accountants (IFAC) from 2007 to 2013 and subsequently served on the boards of the Finance Innovation Lab and the Natural Capital Coalition.



STEFANOS VERZOVITIS
Group General Manager of Finance & Administration
European Reliance

Stefanos Verzovitis has extensive experience in companies, such as Johnson & Son Chemical Industry, Puma Hellas, Michelin Automotive Tires, Ziridis School and Onassis Cardiac Surgery Center. He joined European Reliance General Insurance Co. S.A. in October 2000 and since 2005 he holds the position of Group General Manager of Finance and Administration. He has a Degree in Economics from the Athens University of Economics.



VASSILIOS KAMINARIS
EY Partner
Head of Assurance Services SouthEast Europe

Vassilios Kaminaris is an Audit Partner in EY and the Head of Assurance Services in SouthEast Europe. He also holds the role of Vice-Chairman of the EY Audit firm in Greece. As an Audit Partner in EY he has been leading the audit of large and complex groups listed in the Athens Exchange. He holds a BA in Economics from the University of Athens and an MBA from ALBA Graduate Business School. During his professional career he has participated in Executive Education programmes with IMD, Kellogg's School of Management and Harvard Business School. He

is a Certified Auditor Accountant in Greece, a member of the Institute of Certified Auditors Accountants of Greece, a Certified Internal Auditor (CIA) from the International Institute of Internal Auditors and a member of the International Association of Internal Auditors and of the Hellenic Association of Fraud Examiners. In his career Vassilios has focused on the Consumer Products, Power & Utilities, Mining & Metals and Airlines sectors. He has more than 25 years of experience in professional services, focusing on assurance and business advisory. His technical experience is a combination of engagements across a wide range of services including external audit, internal audit, forensic investigations, sustainability services, internal controls, IPOs & offerings of shares, privatizations, unbundling of operations, valuations and impairment of assets, process engineering, finance transformation, sustainability strategy, sustainability reporting and assurance, outcomes measurement etc.



YIANGOS CHARALAMBOUS F.C.C.A.

Active Fellow Member (F.C.C.A) of The Chartered Association of Certified Accountant (UK) «A.C.C.A»

Retired member of the Institute of Certified Public Accountants of Cyprus

Retired member of the Greek Institute of Auditors-Accountants (Σ.Ο.Ε.Λ)

Honorary Member of SESMA

Ex First Vice Chairman of the Hellenic Capital Market Commission.

Yiangos has over 60 years of professional experience as consultant, auditor, and civil servant. Currently he works as free-lancer providing his services: (a) as member to BoDs (b) advisor on Corporate Governance issues (c) Valuations, (d) Due diligences and (e) Technical consultant to

auditing firms. His career path is the following:

For the period 2019-2020 he held the position of Technical consultant to UHYAxon Certified Auditors. For the period 2004-2009 he held the position of First Vice Chairman of the Hellenic Capital Market Commission and concurrently, for a short period acted as Chairman of the Committee for the Legality of Investments of the Social Pension Funds. Previously (1990-2005) he was Deputy Senior Partner of the Group of Companies of KPMG in Greece. In this capacity he acted as Head of its Consulting and Advisor Services. Concurrently with his main tasks he has acted as auditor to a small number of audits of larger companies in Greece and a large size Greek Banks. Yiangos provided his professional consulting services to various types of companies and organizations in Greece and other countries amongst which are: USA, UK, Middle East countries, ex Soviet countries and Cyprus. As a writer, has written two books the Greek titles «Management and Management Consultants» and «Manual on Audit Approaches»



ARISTODIMOS DIMITRIADIS
Executive Director Compliance, Risk & Insurance
OTE Group

Aristodimos Dimitriadis assumed the position of Executive Director Compliance, ERM & Insurance OTE Group in November 2012. He has been a member of the executive team of Cosmote since 2005 and was Head of Internal Audit and Compliance for the COSMOTE Group. Prior to his employment with COSMOTE Group, he worked at KPMG and for many years in the banking sector, first at ABN AMRO and later at FBB-First Business Bank as Internal Audit Officer. He holds a BA in Economics

and Politics and an MBA from Kent University, UK. He is a Certified Internal Auditor (CIA), a Certified Financial Services Auditor (CFSA), Certified in Risk Management Assurance (CRMA) from the International Institute of Internal Auditors, Certified in Risk & Information Systems Control (CRISK) as well as a Certified Fraud Examiner (CFE) from Association of Certified Fraud Examiners. He also holds (ICA) International Advanced Certificate in Compliance & Financial Crime. In addition, he is Vice – President of Transparency International Greece and Board Member of HIIA & HACFE.



NIKOS AVLONAS
Founder & President
Centre for Sustainability & Excellence

Nikos Avlonas is President of the Centre for Sustainability & Excellence (CSE) and visiting professor at University of Illinois in Chicago with over 20 years global experience in the field of ESG and Sustainability. He has been awarded in 2018 by Silicon Valley Community Foundation, the largest foundation in US, as Practitioner of the year and in 2017 as 'CSR Professional of the Year' by PR News for setting new standards of excellence. He was also recognized in 2010 at one of "Top 100 Thought Leaders in Trustworthy Business Behavior" by Trust Across America.

He is co-author of the books "Practical Sustainability Strategies" (Wiley, 2020) & "Management Models for the future" (2009) and Vice President of the Corporate Responsibility Institute.

He is a well known international speaker in topics related to Sustainable Development and CSR and has delivered speeches and educated professionals in North America, Europe, Middle East and Asia.

Nikos was a visiting professor at University of San Francisco Master of Nonprofit Administration and he is for the last 4 years a visiting professor at Athens University of Economic and Business MBA international program. Nikos specializes in ESG, Corporate Responsibility and Governance, Carbon Reduction and Impact Investment. During the last 20 years he has carried out numerous projects in leading organizations, including Fortune Global 500 Companies, such as Nestle, Heineken Group, Coca Cola, Blackberry, ABM, Pfizer, Deutsche Post, Under Armor, the European Investment Bank and the Lloyds Banking Group. Additionally, he has extensive international experience in North America, Europe, Middle East and Asia having trained and advised several Executives and companies worldwide including NASA, Shell, Wal-Mart, Home Depot, Chevron, GM, The Hartford, Moodys.



AEMILIA VARFIS
Founder & CEO
Velos Advisory

Aemilia is part of the initial team that pioneered shareholder response advisory services in Europe. She has been instrumental in introducing cross border shareholder response, corporate governance advisory and investor engagement services across the EMEA region, specifically in Cyprus, France, Germany, Greece, Russia, Spain, Turkey and the UK. She has over 20 years multi-disciplinary industry experience, which spans across M&A transactions, capital increases, AGMs/EGMs, shareholder activism and corporate governance advisory. She has worked on over

450 cross-border assignments across the EMEA region and has led numerous high profile M&A and shareholder response campaigns and proxy fights, successfully securing support for all her clients. Before founding Velos Advisory, Aemilia held positions at D.F. King, ISS Corporate Solutions, Morrow-Sodali and Georgeson (UK & France). Her knowledge and track record in the industry is unparalleled. She is also a member of the Advisory Board of Get Involved, a civil non-profit organisation, founded by students of Finance, Economics and Law which focuses on the experiential education of students - inspired by the dual approach of learning academically and practically - by connecting students with market executives and experts. Aemilia is a public speaker on matters involving investor engagement, governance advisory and shareholder activism.



MICHAEL P. HARALABIDIS
Chief Risk Officer, Hellenic Financial Stability Fund

Michael Haralabidis possesses more than 27 years of banking experience having held senior executive & non-executive positions in institutions in Greek & foreign financial institutions.

He joined the Hellenic Financial Stability Fund (HFSF) in June 2011 as Chief Risk Officer (CRO) a position he holds to date, while he also served as HFSF's Deputy CEO & CRO (Aug.-Oct. 2016). Previously, he was the Group CRO of Piraeus Bank Group (2008-2011), serving also as Chairman of the Audit Committee of Piraeus Bank Ukraine. In the period 2000-2005 he served as a member and Chairman of the European

Investment Bank's Audit Committee and the European Investment Fund's Audit Board in Luxembourg.

He has also worked for several years in Group Risk Management of National Bank of Greece as Senior Advisor (1997-2003) and Deputy Director (2003-2008).

He started his banking career at Ionian & Popular Bank of Greece in 1993 and worked as an Economic Analyst in the Economic Research Division of the Bank of Greece (the Central Bank) from 1995 to 1997. Since 2009, Michael Haralabidis is the Regional Director for Greece of the Professional Risk Managers' International Association (PRMIA). He holds a Degree in Economics from the University of Athens and an M.Sc. in International Economics, Banking and Finance from the University of Wales/Cardiff Business School, U.K.

GEORGE VENIERIS

Professor

Athens University of Economics and Business



George Venieris is a graduate of the Athens University of Economics and Business (ex ASOEE). He completed his postgraduate studies at the University of Birmingham in England where he obtained his Master's and Doctorate (Ph. D) Degrees. He was Chairman of the Board of Directors of the Hellenic Accounting and Auditing Standards Oversight Board. He is currently Member of the Board of Directors and Chairman of the Audit Committee of PPC SA. He has served as Rector and Vice-Rector of the Athens University of Economics and Business, Chairman of the University's

Research Committee and Fund, Chairman and CO of the Company for the Administration and the Development of the University's Real Estate Property, Chairman of the Business Administration and of the Accounting and Finance Departments of the University and Director of the Accounting Applications Laboratory. Co-director of the Post-graduate Programme in Business Administration offered jointly with the Technical University of Athens. Author of many scientific papers published in various International Journals and textbooks in Accounting.

VASSILIS MONOGIOS

Managing Partner

AMiD-Governance, Internal Controls, Internal Audit



Vassilis has 23 years of experience in the areas of Professional Services. He holds the professional certifications of CPA (Institute of Certified Public Accountants of Greece /ΣΟΕΑ), CIA, CRMA and COSO IC (Institute of Internal Auditors). Also holds B.Sc. in Business Administration (University of Piraeus). He started his professional career in 1998 at Grant Thornton Greece servicing initially, until 2008, at the Assurance Services Department as a Certified Auditor and later, until 2016, at the Advisory Department, as the Head of the Business Risk Services. From 2017 to 2019

he worked at Eurobank, in the General Division of Internal Audit Group (IAG), as Head of the Quality Assurance Function/ Center of Excellence for Audit Standards and Methodology. In 2019 he founded the company AMiD Corporate Governance, Internal Controls and Internal Audit Services PC (founder and managing partner). His professional experience derives from a number of audit and consulting projects, both in the private and public sector, in areas such as: corporate governance, internal audit, internal control system, risk management, reorganization, improvement of corporate processes and corporate reporting (financial reports under IFRS and non-financial reports under GRI standards and Integrated Reporting Framework). He has a notable lecturing, research and writing activity, on the above areas, in Greece and abroad. He is BoD member and Audit Committee Chair of a public sector company in Greece.

SUSTAINABLE CORPORATE GOVERNANCE AND STAKEHOLDER CAPITALISM

PAUL THANOS

Director, Office of Finance & Insurance Industries

US Department of Commerce/International Trade Administration



Paul J. Thanos is the Director for Finance and Insurance Industries at the U.S. Commerce Department's International Trade Administration. Paul Thanos is responsible for developing and executing policy, analysis, and promotion initiatives pertaining to finance and insurance industries, trade and project finance, sustainable and environmental social governance (ESG) investing, and access to finance. Paul Thanos is also responsible for

policy solutions to new economy issues such as digital identity, the future of work and how

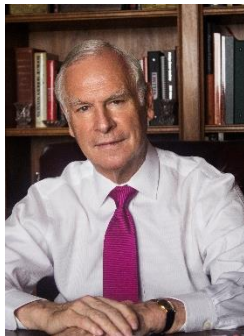
blockchain technology impacts international trade and industry competitiveness. He leads the U.S. delegation to the OECD Insurance and Private Pensions Committee, manages the Department's Trade Finance Advisory Council, and supervises the Commercial Pillar of the US-UK Financial Innovation Partnership. He is a regular guest lecturer on topics ranging from trade, competitiveness, and innovation. Paul Thanos served as the inaugural Global Trade and Investment Fellow at the Woodrow Wilson International Center for Scholars and previously was a legislative aide to Senator Maria Cantwell with responsibility for trade, foreign policy, and defense issues.



BYRON LOFLIN
Nasdaq, VP & Global Head of Board Engagement
Executive Leader, Nasdaq Center for Board Excellence

Byron Loflin is the Global Head of Board Engagement at NASDAQ where he leads the governance team in driving strategic, collaborative, and technology-based initiatives to strengthen board governance effectiveness. Byron is the founder and former CEO of the Center for Board Excellence (CBE), which was acquired by Nasdaq in 2019. Prior to CBE, Byron was the CEO and president for two private companies for over 15 years. He is a graduate of James Madison University (BA) and

Harvard Business School (OPM).



PETER GEORGESCU
Chairman Emeritus
Young & Rubicam

Peter Georgescu is Chairman Emeritus of Young & Rubicam Inc. and previously served as the company's CEO from 1994 until 2000. He was the first chairman of Young & Rubicam born outside of the United States. His career spanned some 40 years including top management experience both in the United States and around the world. He was instrumental in developing and fostering the integrated communications strategy that shaped the course of Young & Rubicam's progress and became the standard for industry thinking. After retiring, Peter served on the boards of 7 public companies including Levi Strauss, International Flavors & Fragrances, and others. Peter's belief in the power of education has fueled his involvement with organizations such as A Better Chance; Polytechnic University; and the Paul & Daisy Soros Fellowships for New Americans, where he has served as a member of the boards of directors. Additionally, Peter continues to serve as Vice Chair Emeritus of New York Presbyterian Hospital. For the past half dozen years, Peter has worked on the issue of inequality in America. His latest book, *Capitalists Arise!* is a battle cry for business' imperative need to change. Currently he is working to install stakeholder capitalism as America's business governance. In this work, Peter serves as a director of JUST Capital. Peter holds honorary doctorates from the University of Alabama and Cornell College; he is also the recipient of the Ellis Island Medal of Honor. Peter immigrated to the United States from Romania in 1954, at age 15 where he had been held as a political hostage in hard labor. He received his B.A. with cum laude honors from Princeton and an MBA from the Stanford Business School.



GEORGE VLACHOS
Stanton Chase, Group Advisor -Corporate Governance Leadership
Nasdaq, Strategic Partner for SE Europe - C.G. Engagement Services

George Vlachos is an experienced Global Strategist and an Organizational Development and Change Leadership professional with extensive international experience in industry for Corporate Transformation Projects, Board & ExCom' Architecture, Composition & Evaluation. George worked for more than 25 years as Senior Executive in various industries, successfully managing 96 countries in Europe, Middle East & Africa for a large US corporation. He has held various Organization Development, Strategy, and Corporate Governance positions as a Managing Director. Since 2013 he has been focusing on Sustainable Corporate Governance, Structures for Board Effectiveness & Corporate Ethics Consultancy. George is a global member of the Financial Times Non-Executive Directors Club, he is a member of the IoD, U.K and holds the International Diploma of Board of Directors. He is a Council member of The Corporate Governance Institute of Ireland.

He is member of the Non-Executive Directors Club, the Association of Chief Executive Officers and the Corporate Governance Committee of Hellenic American Chamber of Commerce, for Greece. He holds a master's degree in Business Administration and a Diploma in Marketing from Nottingham Trent University. He has attended and received specialized training in Executive education for Leadership, Strategy & Organization Development from Thunderbird University USA and the Creative Center of Leadership USA and INSEAD Europe. He is a Strategic Partner of Center of Board Excellence CBE – Nasdaq C.G. Engagement Services.

THE NEW LAW 4706/2020 AND THE SELF-REGULATION APPROACH DERIVING FROM THE HELLENIC CORPORATE GOVERNANCE CODE



ANASTASIA (NATASSA) STAMOU
Vice-Chair
Hellenic Capital Market Commission

Natassa Stamou has extensive experience in corporate financing through IPOs, in new listings, corporate actions and trading of listed companies and in creating new markets and products.

Natassa Stamou has worked for 20 years at the Athens Exchange, initially as a legal adviser and later as Head of the Athens Exchange Group Compliance and as the Group's Data Protection Officer. She has participated in several Committees of the Stock Exchange Group (Policy Reporting Committee, Information Security Management Committee, Alternative Market Evaluation Committee) and, ex officio, in the Athex Exchange Executive Committee.

She is actively involved in corporate governance since the establishment of the Hellenic Corporate Governance Council (HCGC, ESED) in 2012 and in promoting business sustainability and markets' efficiency through the Environmental, Social and Governance ("ESG") factors and metrics. She is a member of the Board of the Hellenic Corporate Governance Council (HCGC, ESED) and member of the non-profit Association for Corporate Governance - (Corporate Governance Hub). She participates in legislative drafting committees and takes part in negotiations with governmental and supervisory bodies to promote the development of the capital market. She is contributing expert of international and European organizations on Greek company law, capital market law and corporate governance. She participates, by providing voluntary work, to non-profit and non-governmental organizations. Natassa Stamou is a graduate of the Faculty of Law of the University of Athens (1990) and a postgraduate of the University of Southampton (LL.M. Sotón 1995). She is married and a mother of two girls.



PANAGIOTIS GIANNOPOULOS
Deputy Chairman
Hellenic Accounting and Auditing Standards
Oversight Board - HAASOB

Panagiotis Giannopoulos was appointed as Deputy Chairman of the Hellenic Accounting and Auditing Standards Oversight Board - HAASOB and as Chairman of the Quality Control Board of the HAASOB in 2014. He was also appointed as a member of the Board of Directors of the Hellenic Capital Market Commission in 2020. He is a Certified Public Accountant (CPA) with diverse accounting and auditing expertise, in

depth experience in internal and external audit, tax audit and local corporate law issues with extensive knowledge of financial regulations and compliance along with expertise in corporate governance and related procedures. He participates in national and international conferences of the audit and accounting fields with presentations and in panels. He represents the HAASOB in the International and European Committees of oversight authorities of the audit profession (IFIAR & CEAOB), where he also actively participates as a member of working groups. He is also a nominated member of the Board of Directors of IFIAR and of the Consultive Group of the CEOAB. He undertook as Project Leader in an EU twinning program on audit and accounting standards and corporate governance. He was Chairman of the Legislative Drafting Committee for the transposition into national law of EU Directive 56/2014 and EU Regulation 537/2014, concerning the audit profession. He is a graduate of the University of Piraeus, the Department of Business Organization and Management and the Institute of Chartered Accountants and holds a postgraduate degree of the University of Macedonia, in applied accounting and auditing.



NIKOS DIMOPOULOS

Compliance Director

Hellenic Corporation of Assets and Participations (HCAP)

Nikos graduated from Dundee University Law School (LLB) and holds post-graduate degrees in Corporate and Commercial Law from the London School of Economics (LLM) and in International Commercial Arbitration from Queen Mary University of London (DipArb). He has ten years plus experience as a corporate and regulatory lawyer at international law firms based in London (Squire Patton Boggs LLP and Macfarlanes LLP). He subsequently practiced as an in-house lawyer at FTSE-25 company ABF plc where he was Senior Legal Counsel responsible for compliance (in EMEA and South America). Since 2018 has served as Compliance Director at HCAP in Athens, overseeing compliance, corporate governance and ethics issues faced by HCAP and its portfolio companies.



XENOFON AVLONITIS

Executive General Manager

Alpha Bank

Xenofon Avlonitis is the Group Compliance Officer of Alpha Bank since 2019. Between 2009 and 2019 he served as the vice chairman at the Hellenic Capital Market Commission. During this term, he was appointed the alternate Board member at ESMA's Board of Supervisors. Previously at the HCMC, he served for six years as the Director of Listed Companies. Xenofon Avlonitis was the representative of the HCMC in the Board of Directors of the Hellenic Accounting and Auditing Standards Oversight Board from its establishment in 2003 to 2019. He has been a member of the Hellenic Corporate Governance Council since 2011. Xenofon Avlonitis studied Economics at the University of Piraeus and holds a master's degree in finance from Brunel University.