

BOARD PROFILE MATRIX

Name	Status	Committees	Age (as at 31.12.2024)	Gender	Tenure in office (as at 31.12.2024)	Business leadership	Finance	BoD membership experience	International Exposure	Specialisation	Academic experience	International Capital Markets
Evangelos Mytilineos	Chair & CEO	-	70	M	32 years	✓	✓	✓	✓	Energy & Metals		
Spyridon Kasdas	Vice-Chair A' - Non- Executive Member	Sustainability Committee	78	M	6 years	✓		✓	✓	Metals, Mining		
Evangelos Chrisafis	Vice-Chair B' - Executive Member	-	61	M	6 years					Legal & Regulatory, Energy, Infrastructures		
Dimitrios Papadopoulos	Executive Member	Sustainability Committee	63	M	6 years	✓	✓	✓		Banking, Investments, Sustainability, Corporate Governance		✓
Christos Gavalas	Executive Member	-	58	M	1 year	✓	✓		✓	Treasury, Financial Markets, Trading		✓
Ioannis Petrides	Lead Independent Director	RemNom Committee Chair	66	M	6 years	✓	✓	✓	✓	Consumer products, Audit, Remuneration		✓

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Panagiota Antonakou	Independent Non-Executive Member	Sustainability Committee	50	F	6 years	✓		✓	✓	IT, Marketing		
Anthony Bartzokas*	Independent Non-Executive Member	Audit Committee Chair	63	M	3 years	✓	✓	✓	✓	Capital Markets, Audit, Compliance, Development Funding	✓	✓
Emmanouil Kakaras	Independent Non-Executive Member	RemNom Committee, Sustainability Committee	62	M	6 years			✓	✓	Energy	✓	
Polyxeni Kazoli	Independent Non-Executive Member	RemNom Committee	56	F	1 year		✓	✓	✓	Finance, Capital Markets, Legal		✓
Konstantina Mavraki	Independent Non-Executive Member	RemNom Committee, Audit Committee	48	F	6 years	✓	✓		✓	Finance, Audit, Risk, Commodities		✓
Natalia Nicolaidis	Independent Non-Executive Member	Sustainability Committee	59	F	3 years		✓	✓	✓	Legal, Risk, Governance		✓

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Alexios Pilavios*	Independent Non- Executive Member	Audit Committee	71	M	6 years		✓	✓		Asset Management, Capital Market Supervision, Banking		✓

SECRETARIAT											
Name	Status	Committees	Gender	Tenure in office (as at 31.12.2024)	Business leadership	Finance	BoD membership experience	International Exposure	Specialisation	Academic experience	International Capital Markets
Leda Condoyanni	Company Secretary	RemNom Committee	F	6 years	✓	✓	✓	✓	Corporate Governance, Asset Management, Corporate Affairs	✓	
Vasiliki Prantzou	Audit Committee Secretary	Audit Committee	F	10 years					Legal		
Panagiotis Psarreas	Deputy Company Secretary	-	M	11 years					Communication		

SECRETARIAT											
Georgios Galanis	Sustainability Committee Secretary	Sustainability Committee	M	3 years					Sustainability		
Polytimi Boudali	Deputy Sustainability Committee Secretary	Sustainability Committee	F	6 years					Sustainability		

** Mr. Alexios Pilavios served as Chair of the Audit Committee until September 1st, when the Committee was restructured, and Mr. Antonios Bartzokas took over as Chair.*