

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

**MINUTES OF THE 5th MEETING
OF THE NOMINATIONS, REMUNERATION AND
RECRUITMENT COMMITTEE (NRRC) OF PPC S.A. DATED 23.11.2021**

The Nominations, Remuneration and Recruitment Committee (NRRC) of PPC S.A. held an extraordinary meeting, today, **Tuesday, November 23, 2021, at 12:00 pm**, remotely, in real time, via teleconference, due to extraordinary circumstances and in the context of measures adopted for the containment of COVID-19 pandemic.

Attended by: Messrs. PYRROS PAPADIMITRIOU, Vice Chairman of BoD – Chairman of the NRRC
DESPOINA DOXAKI, BoD Member – Member of the NRRC
STEFANOS KARDAMAKIS, BoD Member – Member of the NRRC

Also attended by: Messrs. ANARG. OIKONOMOU, General Counsel of PPC S.A. and Chief Legal & Governance Officer

KON. TSOKANAS, Secretary of the NRRC

----- . -----

Since a quorum is reached, the Nominations, Remuneration and Recruitment Committee starts the discussion on the item on the Agenda.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

----- . -----

| |
|---------------|
| AGENDA |
|---------------|

1. Proposal for the appointment of two (2) Members to the Board of Directors of PPC S.A., due to the expiry of the term of office of an equal number of its Members.

----- . -----

ITEM 1 : Proposal for the appointment of two (2) Members to the Board of Directors of PPC S.A., due to the expiry of the term of office of an equal number of its Members.

In view of the expiry of the term of two (2) Board Members on 16.12.2021 and the need to appoint or re-appoint Board Members, the Nominations, Remuneration and Recruitment Committee took initiatives to identify, in accordance with the Law and the Company's Regulations, fit and proper candidates for election.

In this context and in order to ensure, in accordance with the Company's Articles of Incorporation and the Suitability Policy for the Members of the Board of Directors, the consent of the majority shareholder, the Nominations, Remuneration and Recruitment Committee, through its Chairman, sent a letter on 28.9.2021 to the Chairman and the Chief Executive Officer of HCAP, requesting their actions in this regard.

There was no positive response to this letter.

In fulfilment of its duties, HCAP considered several potential candidates for the position of Members of the Board of Directors of PPC S.A..

With regard to the 1st position, the re-appointment of Mr. George Karakousis, Member of the Board of Directors and Deputy CEO, is proposed.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

As regards the 2nd position, female candidates were considered, especially academics ones and in particular from the academic field of Economics. It is noted that the election of a second woman to the Board of Directors of PPC is also required for the compliance of our Company with a relevant requirement of Law 4706/2020 (article 3, paragraph 1(b)).

Among potential candidates, the Committee selected and proposes to the Board of Directors for this position the Professor of Finance at the University of Piraeus, Ms Maria Psyllaki, whose academic field and involvement in Corporate Governance issues make her perfectly suitable for the position of Member of PPC S.A. Board of Directors.

In view of the above, the Nominations, Remuneration and Recruitment Committee, after a comprehensive discussion and having taken into account:

- a. the Company's need to comply with the requirements of Law 4706/2020 to ensure adequate representation of the underrepresented gender in the composition of the Board of Directors,
- b. the curricula vitae submitted, which are attached as Annex A' to these Minutes and form an integral part of thereof,
- c. the fulfilment of the independence criteria of article 9, par. 1 and 2 of Law 4706/2020,
- d. the Suitability Policy for the Members of the Board of Directors of the Company and in particular, for the two proposed Members to the Board of Directors after having established that:
 - the absence of any legal or factual impediment to the appointment of Ms Maria Psyllaki as Independent Member, in accordance with the provisions of article 3 par. 4 of Law 4706/2020
 - their theoretical knowledge and professional experience,
 - their morality and reputation safeguards, honesty, integrity and objectivity,
 - their ability to commit sufficient and adequate time to the proper and effective exercise and performance of their duties and responsibilities,
 - the ability to demonstrate flexibility and adaptability with regard to participation in any extraordinary meetings of the Board of Directors, the

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

ability to prepare and analyse issues and to prepare and make recommendations and presentations to the Board of Directors,

- the ability to demonstrate a spirit of teamwork and cooperation in order to promote the company's activities and achieve its business objectives,
- the ability to demonstrate flexibility and adaptability in order to work effectively in a changing environment,
- understanding of the statutory and regulatory framework and corporate governance issues in general, as well as the adoption of the Company's culture and values,
- understanding of issues related to innovation and new technologies, as well as issues related to improving the services offered and the environmental footprint,
- previous participation in Boards of Directors,
- the ability to identify, assess and manage risks,
- the ability to actively participate in the shaping of the strategy, the monitoring of its implementation and the shaping and implementation of strategic plans,
- their suitability for acquiring the capacity for which they are being proposed,

Decides unanimously

1. To propose to the Board of Directors of PPC S.A. the following:

- 1.1. The re-appointment of Mr. Georgios Karakousis, Executive Member of the Board of Directors of PPC S.A., for a three-year term of office, namely from 17.12.2021 till 16.12.2024, taking particularly into consideration that having the capacity of Board Member as of 19.11.2019 and holding the office of Deputy Chief Executive Officer of Commercial Operations as of 19.11.2019, he has successfully fulfilled his duties both as Board Member and Deputy Chief Executive Officer of Commercial Operations.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

- 1.2. The appointment, as Independent Member of the Board of Directors, of Mrs. Maria Psilaki, who shall also be proposed as Member of the Audit Committee, for a three-year term of office, namely from 17.12.2021 till 16.12.2024.

----- . -----

At this point the meeting is adjourned (at 13:00').

----- . -----

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

Pyrros Papadimitriou, Chairman of the NRRC

Despoina Doxaki, Member of the NRRC

Stefanos Kardamakis, Member of the NRRC

Konstantinos Tsokanas, Secretary of the NRRC

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

ANNEX A'

CURRICULUM VITAE

GEORGE KARAKOUSIS

MBA MSc

COMMERCIAL LEADER | MARKETING EXECUTIVE PRODUCT, PROPOSITIONS & TRADING SPECIALIST

**OPERATIONAL STRATEGY, BUSINESS TRANSFORMATION, INTERNATIONAL BUSINESS STRATEGY
(Technology, Telecoms, Retail, Apps, IoT, SaaS, Connected Home, Hardware)**

An astute and innovative Commercial Leader with a proven track-record of generating significant income and planning ambitious yet achievable strategies while driving continuous improvements. Significant experience (15 years) predominantly in telco; utilises a profound knowledge of technology and hardware, designing products and swiftly releasing them to the market. Directs commercial operations both domestically and internationally. Engages teams around strategy for richer and more productive performances and builds profitable partnerships while revitalising business frameworks. Thrives both in large Corporate and Lean Agile environments and enjoys implementing positive change, negotiating at higher levels while empowering colleagues to achieve their full potential.

KEY COMPETENCIES & ATTRIBUTES

- Leadership & Negotiation
- Stakeholder Management
- Change Management
- Coaching & Consultancy
- Product Development
- Proposition Design
- Financial Control P&L
- Customer First
- Operational & Trading Strategy
- Commercial Acumen
- International Growth
- Employee Engagement

PROFESSIONAL SUMMARY

PPC S.A. Nov. 2019 - present

Member of the Board of Directors (Executive) and Deputy Chief Executive Officer of Commercial Operations.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

Product & Propositions Lead, Truphone, London, UK

**May 2019 -Oct
2019**

Challenger global technology & mobile telecoms company with a lean business model, flat environment, and startup culture.

Full P&L ownership of the core enterprise mobile product & proposition, while leading on the full redesign of the IoT portfolio locally and globally.

- Redesigning the mobile propositions strategy through customer insights and global market opportunities and communicating to investors, executives, and stakeholders
- Collaborating with Sales, Commercial, Finance, Technology, and Business Change teams to launch new, competitive solutions and align product implementation, delivery, and evolution with key objectives
- Leading on the IoT product and proposition development, reshaping the company's strategy
- Infusing new eSIM technology and complete handsets solutions within core mobile products
- Focusing on customer experience by directly engaging with customers to understand needs
- Driving team effort to confirm sales and service readiness across all markets for go-to market execution
- Improving project management by pioneering live product performance reporting functionality

Head of Product, Digital Voice portfolio, BT, London, UK

**Oct 2017 – May
2019**

Largest UK service provider offering TV, broadband & voice connectivity services

Spearheading a £Multi-Million transformation project to build a new fixed broadband-based voice product portfolio; enabling 100% migration from standard telephony and achieving improvements to service cost structure and customer experience for 9 Million customers.

- Managing & motivating an expert team of 5 based across the UK with a further virtual team of 80
- Redesigning entire product roadmap; achieving delivery efficiency and optimal financial results
- Partnering with commercial and project teams to steer the product to market, through customer insights
- Championing focus on launch quality, to preserve integrity and brand reputation
- Defining a clear strategic roadmap for future converged propositions, putting the customer at the heart
- Partnering with regulatory stakeholders, legal teams and Ofcom aligning organisational goals and influencing policy; removing risk to vulnerable clients and ensuring seamless delivery

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

PROFESSIONAL SUMMARY CONTINUED...

**Senior Product Manager, Broadband & Home Connectivity, Talk Talk,
London, UK**

**Feb 2016 – Sept
2017**

Major UK service provider offering TV, broadband & voice connectivity services

Directing the strategic development and operation of the new Broadband & Home Connectivity Product team; including road mapping, recruitment and commercially led hardware development.

- Acting as P&L owner of the core segment, > 75% of the consumer base, revenue and margin
- Developing robust insight-led 3-year roadmap to improve performance, profitability and advocacy
- Building the new product team of 5; performance managing them to deliver the product strategy
- Collaborating with vendors, industry and government to launch the copyright protection mechanism
- Representing in Advertising Standards Authority broadband speed advertising policy negotiation

**Director Broadband & Mobile Convergence Marketing, WIND Hellas,
Greece**

**Mar 2010 – Dec
2015**

Major service provider, offering fixed and mobile connectivity & voice services, operating in a flat structure and on a continuous release cycle similar to an Agile model

Initially engaged in a convergence role leading 3 major launches and then receiving promotion to a role of wider scope; leading 7 specialists.

- Controlling full P&L of 50% of turnover, driving sustainable revenue and gross margin growth
- Developing new trading tools, achieving top trading position within an increasingly competitive market
- Doubling the fixed base and mobile attachment rate vs 2010, gaining 1st place in market share growth
- Designing & launching a new customer contact strategy; halving customer churn
- Launching the first converged household connectivity proposition with an internet safety app for children
- Introducing the "Broadband everywhere" fixed and mobile broadband concept
- Building a strong team; still delivering for the business with a reputation as best team business wide

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

Head of Product & Propositions, Fixed Broadband & Pay-TV, Forthnet, Greece **Dec 2006 – Feb 2010**

Major fixed and pay-tv service provider in Greece, operating on a continuous release cycle

Strategic role with responsibility for harnessing new technology and market opportunities to implement and launch the first broadband & TV bundle, leading to a major commercial success.

- Overseeing build of systems, people resources & campaign capabilities for a new CRM function
- Designing and launching a full broadband services portfolio, built on fibre network infrastructure
- Aligning industry and regulations to design efficient and seamless customer switching policy
- Initially leading a team of 3 that grew to a cross-functional team of 10
- Winning and maintaining the No.1 market share during tenure

Head of Product (Data Connectivity & Multimedia Devices), Crypto, Greece **Dec 2004 – Nov 2006**

Established hardware OEM specialised in manufacturing connectivity, multimedia and consumer electronics products

- Leading a team of 4 to design and launch an E2E communications & entertainment device portfolio
- Building 3-year roadmap following global technology trends & manufacturing research
- Designing and sourcing hardware from Asia (China, Hong Kong, Taiwan), negotiating with suppliers and conducting on-site factory inspections

QUALIFICATIONS & PROFESSIONAL TRAINING

Certified Agile Scrum Master (2019)

M.B.A. (Honours), ALBA Graduate Business School (2007 – 2009)

M.Sc. Communications and Signal Processing, Imperial College London (2002 – 2003)

M.Sc. (First Class) Electrical and Computer Engineering, National Technical University of Athens (1997 – 2002)

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

CURRICULUM VITAE

Name : Maria PSILLAKI
Nationality : Hellenic
Marital status : Married
Professional address : University of Piraeus, Department of Economics, 80, Karaoli & Dimitriou Str.
18534, Piraeus, Greece
Tel : +302104142299
e-mail: psillaki@unipi.gr, m.psillaki@nup.ac.cy

CURRENT POSITION (Since September 2018)

-Professor, Department of Economics, University of Piraeus (with sabbatical leave in Neapolis University Pafos from 1/9/2020 to 31/8/2021)

PREVIOUS POSITION

Associate Professor (2014-2018), Assistant Professor (2009 to 2014), Department of Economics, University of Piraeus

PREVIOUS POSITION

Associate Professor (2001 to 2008), Assistant Professor (1999-2000), Economics Department University of Cote d'Azur (ex Nice-Sophia Antipolis)

ADMINISTRATIVE EXPERIENCE IN PUBLIC BODIES

April 2021 – Today: Member of the Board of Directors in the Hellenic Investors Association, Member of the Advisory Committee in the Hellenic Capital Market Commission

2019 – Today: Technical Expert (full member) in the Senior Advisory Board of the Independent Public Revenue Authority (A.A.D.E.)

2017: Member of the Proposal Development Committee for the Letter of Guarantee management framework of the Fund of Engineers and Public Works Contractors (T.M.E.D.E.)

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

EDUCATION

- 1999 Qualified to Supervise Research in Economics (Habilitation à Diriger des Recherches), University of Nice, **Memoire title:** "Uncertainty, Information and Credit Market", defended in May 1999, and granted unanimously.
- 1992-1996 Ph.D. in Economics, with Highest Honors, University of Nice Sophia Antipolis, **Ph.D. Thesis title:** "A contribution to a renewal concept of the market: the cases of credit and stocks", with a scholarship from the French Ministry of Education, defended in January 1997, put forward for a national thesis prize.
- 1991-1992 DEA (Master Degree), in Industrial Organisation and Production Financing, with Highest Honors, University of Nice-Sophia Antipolis.
- 1987-1991 Maîtrise (Bachelor), in Economics, with Honors, University of Nice Sophia Antipolis.

MAIN RESEARCH INTERESTS

Small Business Finance, Economics of Banking, Alternative Finance, Financial Economics

TEACHING EXPERIENCE

• *At Universities in Greece*

- 2009 to present University of Piraeus
(undergraduate courses)
Economics of Banking, Money and Banking, Microeconomics II (in collaboration), **Special Topics in Microeconomics and Banking, Financial Economics** (in collaboration), **Public Firms and Privatization, Economics I** (in collaboration).
(graduate courses)
Special Topics in Finance and Banking, Management of Financial Resources, Banking and FinTech (M.Sc. in Economics and Business Strategy), **Management of Financial Resources** (in collaboration), (M.Sc. in Economics of Health Management), **Financial Economics and Risk Management** (MSc. in Bioeconomy, Circular Economy and Sustainable Development), **Financing and Investments** (in

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

collaboration), (MSc. in Economics of Education and Management of Educational Units).

2013 to present **Consumers and Markets, Regulation and Financial Markets, Bank Trade and Risk** (Economics of Consumers, Firms and Institutions E-learning programme, University of Piraeus).

2005 to 2008 Lectured part-time at the MBA course in **Financial Accounting**, University of Piraeus,.

2009 to present At the Hellenic Open University lectured in **Banking** (M. Sc. in Banking).

• *At other Universities abroad*

February 2020 Adjunct Faculty Member DePaul University (USA) Bahrain Institute of Banking and Finance (BIBF). Lectured at the MBA course in **Commercial Banking** (36 hours).

September 2019 Visitor Professor at Skema Business School in Sophia Antipolis (France). Lectured at the Msc Finance course in **Corporate Treasury Management and Banking Activities** (18 hours).

February 2019-21 Visitor Professor at Cuprus International Institute of Management (CIIM). Lectured at the Msc Financial Services course in **Trust and Ethics in Financial Services** (30 hours).

Sept 2017 Adjunct Faculty Member DePaul University (USA) Bahrain Institute of Banking and Finance (BIBF). Lectured at the MBA course in **Commercial Banking** (36 hours).

November 2016 Adjunct Faculty Member DePaul University (USA) Bahrain Institute of Banking and Finance (BIBF). Lectured at the M.Sc. of Finance course in **Real Estate Finance and Investment** (36 hours).

Sept.01- up to Sept.08 University of Nice-Sophia Antipolis
Microeconomics (Basic and Advanced), **Economics of Asymmetric Information and Banking**. Lectured also an MBA course in **Corporate Finance** (in English). From March 2006 tutor in Microeconomics at CANEGE e-learning program.

June 05-July 05 Lectured a course in **Corporate Finance** (45 hours) for the Nice University Diploma "**International Business Management in English**" summer program for foreigners students from US and Canada.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

| | |
|--------------------|--|
| Jan. 99- June 00 | Assistant Professor University of Nice, Department of Economics in Microeconomics Labor economics and Macroeconomics. |
| Nov. 93 - June 98 | Teaching assistant at the University of Nice (undergraduate level) in Macroeconomic and Microeconomic theory. |
| Sept. 00- Jan. 01 | Visitor Assistant Professor in Finance , Rutgers University, School of Business, New Jersey. Lectured a course in Investment and Portfolio Management and two sections of Corporate Finance . |
| Sept. 98 - Jan. 99 | Visiting Assistant Professor University of Cyprus Department of Public and Business Administration (undergraduate level) in Corporate Financial Management and Organizational Behaviour. |
| Aug. 97 - Feb. 98 | Research Fellow-Birkbeck College (University of London), Department of Economics and the Bank of England. Sponsored by the Centre for Economic Policy Research (CEPR) and the Economic and Social Research Council (ERSC) . Aggressively analysed and made recommendations on the contract " <i>Credit derivatives: their implications for supervision and regulation</i> ", for the CEPR and the Bank of France. |
| Nov. 92 - Nov. 95 | Researcher with a scholarship from the French Minister of Education (Allocataire de recherche DRED). |

PUBLICATIONS IN REFEREED AND PROFESSIONAL JOURNALS

1. "**Layoffs and COVID-19: Evidence from the US stock market**" (in collaboration with C. Floros, and E. Karpouzi), accepted for publication under revisions in Journal of Economic Studies, **2021**, (ABS 2018 2).
 2. "**Investigating the behavior of sovereign risk for Eurozone countries**" (in collaboration with C. Agiakloglou, and E. Deligiannaki), DOI: 10.1080/00036846.2021.1937498, in press, Applied Financial Economics, **2021**, (ABS 2018 2).
 3. "**Peer-to-Peer Lenders' motivations and risks perceptions in cross-border investments in Europe**" (in collaboration with N. Daskalakis, E. Karpouzis and C. Staikoura) International Review of Entrepreneurship, vol. 18, Issue 1, pp. 153-179, **2020**, (ABS 2018 2).
-

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

4. "The Effect of the PSI in the Relationship Between Sovereign and Banking Risk: Evidence From the Euro Area" (with M. Papafili and D. Margariti), vol. 23, number 3/4, Multinational Finance Society Journal, pp. 211-272, 2019 (ABS 2018 1).
5. "What drives bank performance in transition economies? The impact of reforms and regulations" (with E. Mamatzakis), Research in International Business and Finance, vol. 39, pp. 578-594, 2017, (ABS 2018 2).
6. "The impact of Basel III indexes of leverage and liquidity CRDIV/CRR on bank performance: Evidence from Greek banks" (with E.Georgoulea), vol. 66, no 1-2, Spoudai, pp. 79-107, 2016.
7. "Trade Credit, Bank Credit and Flight to Quality: Evidence from French SMEs" (with K. Eleftheriou), Journal of Small Business Management, 53 (4), pp. 1219-1240, 2015, (ABS 2018 3).
8. "Firm Efficiency and Stock Returns" (with B. Frijns and D. Margaritis), Journal of Productivity Analysis, vol. 37 (3), pp. 295-306, 2012, (ABS 2018 2).
9. "Evaluation of credit risk based on firm performance" (with I. Tsolas and D. Margaritis), European Journal of Operational Research, vol. 201 (3), pp. 873-881, 2010, (ABS 2018 4, 261 citations).
10. "Capital structure, equity ownership and firm performance" (with D. Margaritis) Journal of Banking and Finance, vol.34, pp. 621-632, 2010, (ABS 2018 3, 1061 citations)
Science Direct Top 25 Hottest Articles in Economics, Finance and Econometrics
(<http://top25.sciencedirect.com/subject/economics-econometrics-and-finance/10/archive/27>)
11. "Are the Determinants of Capital Structure Country or Firm Specific? Evidence from SMEs" (with N. Daskalakis), Small Business Economics, vol.33 (3), pp. 319-329, 2009, (ABS 2018 3, 474 citations) listed on SSRN's Top Ten download list for Corporate Governance:International/Non-US) <http://papers.ssrn.com/sol3/topTen/topTenResults.cfm?groupId=1346658&netorjnl=jrnl>
12. "A study on the impact of the development of e-learning based on four European Universities" (with T. Garrot and S. Rochhia), issue 155, Reseaux, 2009.
13. "Do country or firm factors explain capital structure? Evidence from SMEs in France and Greece" (with N. Daskalakis) Applied Financial Economics, vol. 18 (2), pp. 87-97, 2008, (ABS 2018 2, 323 citations).
14. "Long-Run Interdependence and Dynamic Linkages in International Stock Markets: Evidence from France Germany and the U.S" (with D. Margaritis), Journal of Money, Investment and Banking, issue 4, pp. 59-73, 2008.
15. "Describing E-learning Development in European Higher Education Institutions Using a Balanced Scorecard", (with T. Garrot and S. Rochhia), RUSC (Revista de Universidad y Sociedad del Conocimiento), vol. 5 (1), pp. 57-70, 2008.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

16. **"Capital Structure and firm efficiency"** (with D. Margaritis) Journal of Business Finance and Accounting vol. 34 (9-10), pp. 1447-1469, 2007, (ABS 2018 3, 352 citations).

17. **"Market Dynamics: Introduction"**, (with R. Arena and C. Longhi), special issue on "Market Dynamics", Editors R. Arena, C. Longhi and M. Psillaki, Revue d'Economie Industrielle, n°107, 3rd semester, September 2004, pp. 13-19.

18. **"Debt Marketability and Efficiency"** (with W. Perraudin), Birkbeck College Preprint, University of London, October, 2002.

19. **"Transaction costs and the nature of information: an application to the credit market"**, (with G. Mondello) Spoudai, vol. 51, n°1-2, 2001.

20. **"Corporate Restructuring: the Impact of Loan Sales and Credit Derivatives"**, (with W. Perraudin) Foundation Bank of France, October 1999.

21. **"A critical presentation of revelation mechanisms applied in the credit market"**, on Revue Française d'Economie, vol. XIII, n°2, spring 1998, (CNRS Categ. 3).

22. Proceedings of the conference **"The Origins and Management of Financial Crises"**, Gonville and Caius College, Cambridge, the 11-12 of July 1997, Bank of England, London, the 14th of July 1997, organised by the CEPR (Centre for Economic Policy Research) on the Newsletter of CEPR, issue 7, May 1998.

23. **"Financing small and medium sized firms: coordination and transaction costs"**, (in french) (with G. Mondello), Cahiers Monnaie et Financement, n°24, 1996.

24. **"Credit rationing and small and medium sized firms: a tentative of linkage"**, on Revue Internationale PME, (Canadian Review), n°3-4, vol. 8, winter 1995.

CONTRIBUTION TO COLLECTIVE BOOKS (BOOK CHAPTERS)

25. **"Incentive contracts and risk appreciation"**, in "Contrôle des activités bancaires et risques financiers", Economica, 1998.

26. **"Start-up Financing and Evaluation"** in "Entrepreneurial Small Firms' Management, University of Piraeus, 2008.

WORKING PAPERS

27. **"Interdependence between Sovereign and Bank CDS Spreads in Eurozone during the European Debt Crisis-The PSI Effect"** (with M. Papafilis and D. Margaritis), MPRA Paper No. 68037, 2015.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

28. «Do board structure and compensation matter for bank stability and bank performance? Evidence from European banks», (with C. Mavrakana), MPRA Paper No. 95776, 2019.

29. « Do economic freedom and board structure matter for bank stability and bank performance?» (with C. Mavrakana), MPRA Paper No. 95709, 2019.

BOOK EDITION

30. "Microeconomics" J. Perloff, Editing individual sections of the Greek translation, Eds Utopia, 2017.

31. "Financial Management, Theory and Practice" E. Brigham, M. Ehrhart, R. Fox Editing of the Greek translation, Eds Utopia, 2019.

MANUSCRIPTS SUBMITTED FOR PUBLICATION

32. "Hedge Fund Activism and Short-Term Value Creation Prior to the Initial Filing - Evidence from US firms" (with E. Karpouzis, Dimitris Margaritis, Christos Staikouras) submitted at Journal of Financial Services Research, (ABS 2018, 3).

INTERNATIONAL RECOGNITION OF SCIENTIFIC WORK-CITATIONS

| Date | Recognition | Organization/Association/University |
|-----------|---|---|
| 2017-2021 | According to SSRN, since 2017, Prof. Psillaki Maria has reached a high number of downloads, allowing her to be ranked in the top 10% worldwide. | The Social Science Research Network (SSRN) is a website devoted to the rapid dissemination of scholarly research in the social sciences and humanities. On this platform, authors and papers are ranked by their number of downloads. |
| 2020 | <ul style="list-style-type: none"> • According to RePEc, for 2020, Prof. Psillaki Maria is ranked in: • Greece in the top 17% • European Union in the top 20% • Europe in the top 21% | RePEc (Research Papers in Economics) is a central index of economics research, including working papers, articles and software code |

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

| | | |
|------|---|------------------|
| 2021 | Her publications have accumulated more than 2830 citations as recorded by Google Scholar, giving an h-index of 12 | Google Scholar |
| 2020 | Her publication is among the most downloaded articles from Journal of Banking & Finance in the last 90 days (Impact Factor: 3.70). | Elsevier |
| 2020 | Highly Influential Citations: 102 | Semantic Scholar |

SCHOLARSHIPS

Scholarship from the French Ministry of Education from 1992-1995 for the Ph.D Dissertation.

WORK IN PROGRESS

33. **"Trade credit decisions and inter-firm effects"** (with D. Margaritis, I. Komarev and K. Eleftheriou).

34. **"Does board structure matter for bank stability?"** (with M. Margariti, C. Mavrakana and D. Gounopoulo).

INVITED SEMINARS

November 2016 Open Seminar on Real Estate Investments. Title of presentation: **"Lessons from the past and strategies for the future: from the US sub-prime mortgage crisis to today's challenges"** organized by the BIBF, DePaul University, USA.

October 2015 **"Building a new financial model"** (invited speaker), Feaco European Annual Conference (European Federation of Management Consultancies Associations), 15-16 October, Athens.

November 1997 **"A critical presentation of the revelation mechanisms applied to the credit market"**, Economics Department, University of Cyprus.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

CONFERENCE PAPERS

- Μάϊος 2021 «Layoffs and COVID-19: Evidence from the US stock market» (with E. Karpouzi and C. Floro), EBEEC 2021, 13th International Conference Economies of the Balkan and Eastern European Countries, Pafos, 14-16 M.
- December 2020 "Do board structure and compensation matter for bank performance and risk-taking? Evidence from European banks", (with C. Mavrakana and D. Margariti) 19th Hellenic Finance and Accounting Association (HFAA) Conference, 18-19 December, Crete.
- Μάϊος 2020 «Hedge Fund Activism and Short-Term Value Creation Prior to the Initial Filing Evidence from US firms» (with E. Karpouzi, C. Staikoura and D. Margariti), 37th International Conference of the French Finance Association (AFFI), Nantes, France.
- December 2019 "Hedge Fund Activism and Short-Term Value Creation Prior to the Initial Filing: Evidence from US Firms", with S. Karpouzi, M. Margariti and C. Staikoura), 18th Hellenic Finance and Accounting Association (HFAA) Conference, 14-15 December, Athens.
- December 2018 "Do Board Structure and Compensation Matter for Bank Stability and Bank Performance?" (with C. Mavrakana), 17th Hellenic Finance and Accounting Association (HFAA) Conference, 14-15 December, Piraeus.
- July 2018 "The Nexus between Sovereign and Banking Risk in the Euro Area: The PSI Effect" (with M. Papafili and D. Margariti), 14th Biennial APF Conference, 7-9 July, Piraeus.
- June 2017 "Acquisition premiums and performance of EU-15 banks" (with Maryam Hasannasab and D. Margariti) 15th International Conference on Data Envelopment Analysis University of Economics, Prague 26-29 June.
- December 2016 «Board structure, performance and risk taking in banks» (with C. Mavrakana), 15th Hellenic Finance and Accounting Association (HFAA) Conference, 16-17 December, Thessaloniki.
- April 2016 «Does board structure matter for bank performance?» (with C. Mavrakana), 3rd International Conference on Business and Economics of the Hellenic Open University, Αθήνα.
- December 2015 "Bank board structure and performance: evidence from OECD countries" (with C. Mavrakana), 6th International Conference of

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

- Financial Engineering and Banking Society, 20-21 December, Piraeus.
- November 2015 "Transportation and environmental strategy for the Aegean island area: lessons from the GreTia project", (with E. Sambracos, A. Polydoropoulou, A. Sambracos, I. Tsouros, M. Maniati, and E. Ramfou), ICABE, Annual Conference, Piraeus.
- October 2015 "Building a new financial model" (invited speaker), Feaco European Annual Conference (European Federation of Management Consultancies Associations), 15-16 October, Athens.
- December 2014 "Interdependence between Sovereign and Bank CDS Spreads in Eurozone during the European Debt Crisis-The PSI Effect" (with M. Papafilis), 5th International Conference of Financial Engineering and Banking Society, 19-20 December, Athens.
- December 2014 "Interdependence between Sovereign and Bank CDS Spreads in Eurozone during the European Debt Crisis-The PSI Effect" (with M. Papafilis), 13th Hellenic Finance and Accounting Association (HFAA) Conference, 12-13 December, Volos.
- June 2012 «Bank efficiency and regulations: Evidence from new EU member states» (with E. Mamatzakis), International Conference of Financial Engineering and Banking Society, June 7-8, London.
- December 2011 "Does regulation matter for banks in the EU?" (with E. Mamatzakis), 10th Hellenic Finance and Accounting Association (HFAA) Conference, 16-17 December, Piraeus.
- September 2011 "Firm Efficiency and Stock Market Returns" (with B. Frijns and D. Margaritis), International Conference on Applied Business & Economics, 28 September-1 October, Piraeus.
- September 2010 "Firm Efficiency and Stock Market Returns" (with B. Frijns and D. Margaritis), 2nd Conference of the European-Asian Economics, Finance, Econometrics and Accounting Association, Beijing 7-11 September.
- July 2009 "Capital structure, equity ownership and firm performance" (with D. Margaritis) 16th Annual Conference of the "Multinational Finance Society" 1-4 July, Rethymno.
- June 2009 "Capital structure, equity ownership and firm performance" (with D. Margaritis) European Financial Management Association Conference, Bocconi, Italy, 24-27 June.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

- December 2008 "Evaluation of credit risk based on firm performance" (with I. Tsolas and D. Margaritis) 7th Hellenic Finance and Accounting Association (HFAA) Conference, 13-14 December, Chania Greece.
- June 2008 "Capital structure, equity ownership and firm performance" (with D. Margaritis) European Financial Management Association Conference, Athens, 25-28 June.
- June 2008 "Evaluation of credit risk based on firm performance" (with I. Tsolas and D. Margaritis), European Financial Management Association Conference, Athens, 25-28 June.
- December 2007 "Capital Structure, Equity Ownership and Firm Performance" (with D. Margaritis), 6th Hellenic Finance and Accounting Association (HFAA) Conference, 14-15 December, Patras, Greece.
- December 2007 "E-learning approaches and uses: A Case Study of four European Universities" (with Th. Garrot and S. Rochhia), European Conference on e-learning, 13-14, December, Paris.
- October 2007 "Capital Structure, Equity Ownership and Firm Performance" (with D. Margaritis) International Conference on Applied Business & Economics, 4-6 October, Piraeus.
- July 2007 "Evaluation of credit risk based on firm performance", (with I. Tsolas and D. Margaritis), 14th Annual Conference of the "Multinational Finance Society", 1-4 July, Thessaloniki, Greece.
- June 2007 "Are the Determinants of Capital Structure Country or Firm Specific? Evidence from SMEs" (with N. Daskalakis), 24th International Symposium on Money, Banking and Finance, 14-15 June, Rennes, France.
- March 2007 "Capital Structure and firm efficiency" (with D. Margaritis), 4th International Finance Conference, 15-17 March, Hammamet, Tunisia.
- December 2006 "Are International Differences in Capital Structure Country or Firm Specific? Evidence from SMEs in France, Greece, Italy and Portugal" (with N. Daskalakis), 5th Hellenic Finance and Accounting Association (HFAA) Conference, 15-16 December, Thessaloniki, Greece.
- September 2006 "Productivity, Efficiency and Product Market Regulation", (with D. Margaritis) 3rd International Conference of the "European Network on the Economics of the Firm" GREDEG, CNRS, Sophia-Antipolis, 7-9 September, France.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

- June 2006 "Interdependence and dynamic linkages in international stock markets: Evidence from France, Germany and the U.S." (with M. Margaritis), 13th Annual Conference of the "Multinational Finance Society", 25-27 June, Edinburgh.
- June 2006 "Capital structure and firm efficiency" (with M. Margaritis), 3rd Annual Conference of the HEWPEM, 16-18 of June, Patras.
- December 2005 "A Cross-National Comparison in SMEs Capital Structure Determinants between a Small and a Large Developed Economy: The case of Greece and France", (with N. Daskalakis), 4th Hellenic Finance and Accounting Association (HFAA) Conference, 16-18 December, Athens.
- July 2005 "The Determinants of Capital Structure of the SMEs: Evidence from the Greek and the French firms", (with N. Daskalakis), 12th Annual Conference of the "Multinational Finance Society", 2-7 of July, Athens.
- June 2005 "The Determinants of Capital Structure of the SMEs: Evidence from the Greek and the French firms", (with N. Daskalakis), 22nd International Symposium on Banking and Monetary Economics, 16-17 June, Stasbourg.
- May 2005 "Stock Returns and Macroeconomic Variables: Evidence from Asian-Pacific countries", (with Ch. Hassapis), paper accepted for presentation at the "Financial Markets-Asia Pacific Conference", 26-27 May, Sydney, Australia.
- December 2004 "Stock Returns and Macroeconomic Variables: Evidence from Asian-Pacific countries", (with Ch. Hassapis), 3rd Hellenic Finance and Accounting Association (HFAA) Conference, 3-4 December, Athens.
- July 2004 "Electronic Markets and Financial Markets: Similarities or Differences?", (with Ph. Bommel) contribution at the 11th Annual Conference of the "Multinational Finance Society", 3-8 of July, Istanbul, Turkey.
- Nov. 2003 "Comparison between financial markets and electronic markets: Convergence or divergence?", (with Ph. Bommel) contribution at the International Conference on « Market Dynamics », 7-8 of November, Opio, France.

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

- | | |
|----------------|---|
| June 2001 | "Debt Marketability and Efficiency" (with W. Perraudin), contribution at the Annual Conference of the "Multinational Finance Society", 23-27of June, Italy. |
| May 2001 | "Debt Marketability and Efficiency" (with W. Perraudin) contribution at the Conference of the FMA (Financial Management Association) Paris the 30 and 31 of May 2001. |
| May 2001 | "Financial Intermediaries, Nature of Information and Efficiency to the Credit Market" (with G. Mondello), contribution at the Conference of the AFSE "Economie des Intermédiaires Financiers", Orléans the 17 and 18 of May 2001. |
| June 2000 | "Transaction costs and the nature of information: an application to the credit market", (with G. Mondello) contribution at the conference of the European Financial Management Association, Athens. |
| October 1999 | "Corporate Restructuring: the Impact of Loan Sales and Credit Derivatives", (with W. Perraudin) contribution for the conference at the Bank of France the 21 and 22 of october 1999. |
| September 1997 | "Hedonic prices and the operation of markets: a critical investigation based on an analysis of credit markets", contribution for the conference at the University of Paris X, the 23, 24 and 25 of September 1997. |
| January 1997 | "A critical presentation of revelation mechanisms applied in credit market", (in french) Evry-Val d'Essonne, the 30-31 of January 1997. |
| June 1995 | "Financing small and medium sized firms: application of the theory of transaction costs", (in french) (with G. Mondello) for the XIIth International Conference in Money and Banking,Nancy, the 15-16 of June 1995. |

SCIENTIFIC VISITS ABROAD

- | | |
|--------------------|--|
| April 05 – June 05 | Visitor Researcher at the Graduate Booth School of Business, University of Chicago. |
| Sept. 00- Jan. 01 | Visiting Assistant Professor in Finance, Rutgers University, School of Business, New Jersey. |

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

| | |
|--------------------|---|
| Sept. 98 - Jan. 99 | Visiting Assistant Professor, University of Cyprus, Department of Public and Business Administration. |
| Aug. 97- Feb. 98 | Visiting Research Fellow at Birkbeck College (University of London), financed by the CEPR and the ERSC. |
| Feb. 94- June 94 | Visiting Scholar (ERASMUS) Department of Economics University of Cambridge (Jesus College). |

OTHER ACADEMIC ACTIVITIES

Referee: Journal of Banking and Finance, Journal of Corporate Finance, Small Business Economics, Empirical Economics, European Journal of Operational Research, International Review of Economics and Finance, Management Research Review, Revue Finance, Revue Interantionale PME, Managerial Finance, International Journal of Tourism Research, Emerging Markets Finance and Trade, International Journal of Economic Sciences and Applied Research, Studies in Economics and Finance και στην Revue d'Economie Industrielle.

Member of research and academic groups: Vice- President of the Hellenic Finance and Accounting Association (HFAA) (2009-12), Groupement de Recherches en Economie Monétaire et Bancaire, European Society for the History of Economic Thought, European Association for Evolutionary Political Economy, Monetary Study Group.

Member of the evaluation committee at the Hellenic Foundation for Research and Innovation.

PARTICIPATION IN EUROPEAN PROJECTS

Thalis program "*Green Transport in Island Areas - GreTIA*" (2011-15) University of Piraeus, University of Aegean.

European program "Finalist" (FINAncial Literacy STimulation), Responsible for the University of Nice-Sophia Antipolis.

European program "eLene-ee" on e-learning (CANEGE France).

Member of the selection committee of students for the ERASMUS/SOCRATES program.

SUPERVISION OF Ph.D. DISSERTATIONS

1. April 20021 to present: I. Thanos, Thesis title : "The impact of M&As on Financial Institutions".

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

2. July 2018 to present: E. Avgeri, Thesis title: "FinTech and Financial Stability".
3. October 2014- April 2019: S. Karpouzis, Thesis title: "Investment activism from Hedge Funds and Corporate Governance".
4. September 2013-June 2019: C. Mavrakana, Thesis title: "Corporate Governance and Risk Management in Banks".
5. May 2013-2018: M. Papafilis, Thesis title: "Essays on Banking and Finance".

SUPERVISION OF MASTER DISSERTATIONS

2010-present: Supervision of Master dissertations, M.Sc in Economics and Business Strategy, Department of Economics, University of Piraeus, M.Sc. in Banking, Hellenic Open University.

DEPARTMENTAL SERVICE AT UNIVERSITY OF PIRAEUS

1. Member of the Departmental committee for ERASMUS students.
2. Member of the Departmental committee for the evaluation of students admitted into the M. Sc.in Economic and Business Strategy, Department of Economics.
3. Supervisor of students in intership.
4. Scientific advisor for the third year of studies.
5. Since 2017 Director of the Laboratory «Economics of Financial Markets, Risk Management and Corporate Governance» of the Department of Economics

DEPARTMENTAL SERVICE AT UNIVERSITY OF NICE SOPHIA-ANTIPOLIS

1. Member of the Departmental committee for the evaluation of students admitted into the M. Sc.in International Finance, Department of Economics.
2. Member of the Departmental committee for ERASMUS students.

PARTICIPATION ON THE COLLECTIVE ACTIVITIES OF GREDEG -CNRS

Member of the National Network in France researching the impact of using NTIC on companies (collaboration between different Universities, the CNRS and large firms).

MINUTES BOOK
OF THE NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

MEETING 5/23.11.2021

Member of the local committee of organisation of the International Conference on Financial Economics, Sophia-Antipolis, 10-11 June, 2004.

Member of the local committee of organisation of the Conference "Market Dynamics" Part of the European network DIME, Sophia-Antipolis, 7-9 November, 2003.

Member of the local committee of organisation of the Conference of the PIREE, Sophia-Antipolis, 5-6 April, 2001.

Member of the local committee of organisation of the 22nd annual Conference of the EARIE (European Association for Research in Industrial Economics), 3-6 of September 1995, Juan les Pins.

Participation at the organisation of the International Conference on Finance, Nice the 9-10 of June 1994.

LANGUAGES

Greek (native language)
French (fluently)
English (fluently)

True copy from The Minutes of the
NOMINATIONS, REMUNERATION AND RECRUITMENT COMMITTEE

Athens, November 23, 2021

PYRROS PAPADIMITRIOU
Chairman of the
Nominations, Remuneration & Recruitment Committee

K. D. TSOKANAS
Secretary of the
Nominations, Remuneration & Recruitment Committee