

Proposed structure and members of the Board of Directors of ELLAKTOR



Christos Glavanis

- ▲ Chairman of the Board
- ▲ Non Executive



Dimitris Koutras

- ▲ Vice-Chairman of the Board
- ▲ Executive Member



Leonidas Bobolas

- ▲ Managing Director
- ▲ Executive Member



Edward Sarantopoulos

- ▲ Executive Member



Aggelos Giokaris

- ▲ Executive Member



Theodoros Pantalakis

- ▲ Non Executive Member
- ▲ Independent Director



Mark Rachovides

- ▲ Non Executive Member
- ▲ Independent Director



Panagiota Iplixian

- ▲ Non Executive Member
- ▲ Independent Director



Konstantinos Andreopoulos

- ▲ Non Executive Member
- ▲ Independent Director



Lampros Papakonstantinou

- ▲ Non Executive Member
- ▲ Independent Director

BoD member status:
 ne (non-executive), e (executive), i (independent), n (new)

Proposed new member, #1 – Mr. Christos Glavanis

CV

Mr Glavanis is proposed to take on the position of non-executive Chairman of the Board of Directors at ELLAKTOR. He is also proposed to be member of the Audit Committee. He is independent, based on international best practice standards.

He has a strong international background in the professional services industry and in auditing, as well as strong leadership and board experience.



Industry & management experience (selection)

- ▲ Currently Mr. Glavanis is Non-Executive Board member of Karoulias SA, Non-Executive Board member of BuyaPowa Ltd and Trustee of Phase Worldwide a UK-based charity.
- ▲ 2010 – 2016 Created a Family office for a UHNW family and implemented its investments.
- ▲ 2012 – 2015 Non-Executive member of the Board of Directors of Pharmathen SA.
- ▲ 2011- 2018 Non-Executive Board of Korres and Chair of the audit committee.
- ▲ 2010- 2012 Chair of the audit committee of the Hellenic Financial Stability Fund (HFSF). Subsequently, he represented HFSF on the board of Eurobank and a member of audit committee.
- ▲ 2008 -2010 Chairman & Managing Partner of Ernst & Young Central and South East Europe, member of the main board of the EMEIA area and member of the EY Global council.
- ▲ 1996 – 2008 Chairman & Managing Partner of Ernst & Young South East Europe. As part of his other duties from 2005 to 2008 he was responsible for Transaction Advisory work in Western Europe covering 16 countries.
- ▲ 1987 – 1996 Chairman & Managing Partner of Ernst & Young Greece. He led the audit of some of the largest Companies in Greece such as TITAN, BP, Shell and Hellenic Petroleum. He also led advisory to the largest bank in Greece, National Bank on Greece.
- ▲ 1981-1987 He worked for Ernst & Young Libya and he led the audit of the largest Oil company in Libya Waha Oil Company and many other oil service companies such as Halliburton, Baker Tools Schulmberg and Volcker Stevin.
- ▲ 1974 – 1981 Auditor with PwC in UK and Greece.

Academic

- ▲ Economics degree - BSc Eco (Hon) Hull University.
- ▲ Fellow of the Institute of Chartered Accounts of England & Wales.
- ▲ Institute of Sworn Accountants of Greece .

Proposed new member, #2 – Dr. Konstantin Andreopoulos

CV

Mr. Andreopoulos is proposed to take on the position of Independent Non-Executive member of the Board of Directors at ELLAKTOR.

He has a particularly strong background in legal and regulatory matters, including as Chief Compliance Officer of EIB, a very international profile, and deep knowledge in the group's core activities of concessions and infrastructure development.



Industry & management experience (selection)

- ▲ Since May 2013: Member of the Board of Directors, European Investment Bank.
- ▲ Since June 2012: Board Member of ICME SA (a specialty manufacturer of cables in Romania).
- ▲ 2005 – 2008: Group Chief Compliance Officer for the European Investment Bank Group (comprising the European Investment Bank and the European Investment Fund).
- ▲ 2003 – 2005: Member of the BoD of the European Bank for Reconstruction and Development.
- ▲ 1998 – 2003: Deputy General Counsel, Legal Directorate (incl. the operations of Athens Ring Road and the Rio-Antirio Bridge).

Other roles

- ▲ Since 2008: Honorary Director General – European Investment Bank.
- ▲ Member of the Athens Bar Association; American Bar Association (Antitrust Law and International Law); Association of the Bar of the City of New York.

Academic

- ▲ Graduated from Yale Law School with an LL.M. degree and from Athens University School of Law with an LL.B.
- ▲ Holds a doctorate from Albert-Ludwig Universität, Freiburg im Breisgau (Germany).

Proposed new member, #3 – Mr. Lampros Papakonstantinou

CV

Mr. Papakonstantinou is proposed to take on the position of Independent Non-Executive member of the Board of Directors.

His background is particularly strong in investment banking, financial services and advisory, and has unique entrepreneurial and restructuring experience



Industry & management experience (selection)

- ▲ Since August 2017: Chief Investment Officer at Virtus International Partners LP, which manages Virtus South European Fund. Advising numerous corporates and institutions in Greece and SE Europe.
- ▲ 2014: Joined Geniki Bank as Deputy CEO, to assist in restructuring, turning around the bank and negotiating with interested financial investors. Te Bank reported profit after 10 years and was merged with Piraeus Bank. Lampros joined Piraeus Bank as General Manager, Investment Banking and Chairman of the BoD of Piraeus Equities.
- ▲ 2011: founded Virtus Equity Partners and for 3 years advised corporations and financial investors in various transactions in Greece, Turkey and Serbia.
- ▲ 2007-2010: General Manager (Investment Banking) of NBG, for the region. Chairman of the BoD of National Securities, National Securities Romania and Finansinvest Turkey.
- ▲ Lampros worked at the Investment Banking divisions of Barclays and ABN Amro and in 1996 co-founded P&K Group, one of the largest private financial institutions in Greece and the region. P&K Group expanded its operations from a brokerage company to a full fledged investment house, with: brokerage, investment banking and asset management and was acquired by the National Bank of Greece (NBG).

Academic

- ▲ MBA from INSEAD.
- ▲ Msc in Chemical Engineering from National Technical University of Athens.
- ▲ Native Greek speaker, fluent in English and French.

Proposed new member, #4 – Mr. Mark Rachovides

CV

Mr. Rachovides is proposed to take on the position of Independent Non-Executive member of the Board of Directors at ELLAKTOR.

He has broad international experience as a Board Member, executive, investor, banker and industry representative, and extensive knowledge in dealing with industry, government, financial stakeholders and civil society



Industry & management experience (selection)

- ▲ Since September: 2012 President, Euromines, The European Association of Mining Industries.
- ▲ Since 2010: Chairman, Gold Group, and Steering Committee member Euromines.
- ▲ Currently: Member of the Board of Eurogas international (a Canadian oil and gas company) and member of the Board of Sky Petroleum (a US oil and gas company).
- ▲ Currently: Consultant to Dundee Precious Metals (a Canadian mining company).
- ▲ 2007 – 2012: Executive Director and member of the Board of European Goldfields Ltd (a Canadian mining company).
- ▲ 2008 – 2013: Chairman, Deva Gold SA Romania, a subsidiary of Eldorado Gold Corporation.
- ▲ 2007 – 2012: Vice Chairman and Member of the Board of Hellas Gold, a Greek mining company.
- ▲ Member of the Boards of UGC and Buryatzoloto, both Russian mining companies.
- ▲ Member of the Board of Cunico, a mining company operating in SE Europe.
- ▲ Lead Director of High River Gold (a Canadian mining companies) and its subsidiaries.
- ▲ Vice President, Europe. Dundee Resources. A Canadian company investing in Natural Resources.
- ▲ 1996 – 2000: Senior Banker: Natural Resources: European Bank for Reconstruction and Development (EBRD).

Academic

- ▲ MA and BA Oxford University, Modern History and Economics.
- ▲ Associate of the Chartered Institute of Bankers.
- ▲ Languages: English - native speaker, Greek - conversant, basic French.

Proposed new member, #5 – Mrs. Panagiota Iplixian

CV

Mrs. Iplixian is proposed to take on the position of Independent Non-Executive member of the Board of Directors at ELLAKTOR. She will serve as member of the Audit Committee.

She has broad international experience in the banking industry and financial services, and widely recognized expertise on Corporate Planning and Governance matters. She has served for many years as chairwoman and member of Board Committees.



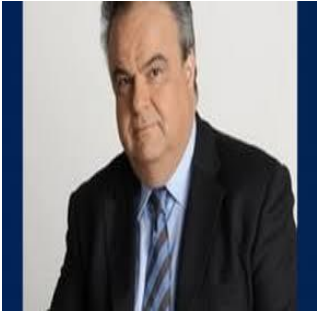
Industry & management experience (selection)

- ▲ 2017- 2018: National Bank of Greece, Non - executive member of the BoD - appointed as HFSF representative. Member of the Risk, Audit, Remuneration, Nominations and Strategy Committees.
- ▲ 2014 – 2017: Alpha Bank, Non - executive member of the BoD - appointed as HFSF representative. Member of the Risk, Audit, Remuneration and the Nominations Committees.
- ▲ 2011 – 2013: New Proton Bank, Non executive vice president to the Board of Directors - appointed as HFSF representative. Chairwoman to the Risk and Audit Committees, Member of the Remuneration Committee.
- ▲ 2010 - 2012: Hellenic Financial Stability Fund (HFSF), Non executive - Independent member of the Board of Directors, Chair of the HFSF Audit Committee.
- ▲ 2002- 2009: EFG Eurobank SA, Athens: Executive in Wholesale Marketing & Support Division with direct line to Deputy CEO, member of Wholesale division’s audit committee.
- ▲ 2000 – 2002: EFG Eurobank Ergasias SA, Executive in Strategy Investment & Planning Division.
- ▲ 1995 – 2000: THE INTERNATIONAL BANK OF MIAMI, N.A., Miami, FL., Executive - Vice President Corporate Planning and Governance.
- ▲ 1990 - 1995 NATIONS BANK, Hialeah, FL. (bought by Bank of America), Lending Compliance General Manager & Assistant Vice President Corporate Planning.
- ▲ 1988 – 1989: BANCA NAZIONALE DEL LAVORO, Miami, FL, Senior Credit Officer.
- ▲ 1973 – 1987: Several consulting projects working for prestigious professional services organizations, such as HAY Management Consultants and ICAP.

Academic

- ▲ Postgraduate Diploma in Management Studies, and BA in Business Administration from the University of Northumbria, at Newcastle-on Tyne, England. Diploma in Office Management and Certificate in Organization & Methods from the British Institute of Administrative Management. Bilingual in English and Greek, comfortable in Spanish, conversant in French.

Proposed Audit Committee



Chariton (Harry) Kyriazis

- ▲ Chairman of the Audit Committee



Christos Glavanis

- ▲ Non-executive Chairman of the BoD
- ▲ Independent, based on international best practice standards



Panagiota Iplixian

- ▲ Independent Non Executive Member