



CURRICULA VITAE OF PROPOSED BOARD DIRECTORS

Christos Joannou : Born in 1972 in Nicosia, Cyprus. Graduated from Athens College in 1990, received his BA degree in Mathematics from Cornell University in 1994 and his MBA from the MIT Sloan School of Management in 1998. He is also Chairman of Donkey Hotels and a member of the Chancellor's Court of Benefactors at Oxford University and the MIT Sloan Executive Board

Konstantine Kouvaras : Born in Arta, Greece where I finished high school. I graduated in Civil Engineering from the ARISTOTLE UNIVERSITY OF THESSALONIKI in 1968. During 1968-1970 I did my military service in the technical works department (MOMA) and in the Directorate of Engineering Projects (DEM), and was involved in the design and supervision of mainly road construction and building projects. Thereafter, I worked as a freelancer in the construction of private and mainly public projects and obtained the highest contracting certification (4th Class) in all categories of Civil Engineering projects, i.e. building, road, hydraulic, marine and industrial projects. In 1986, along with two other colleagues, civil engineers and longtime collaborators, we founded the AVAX SA, with delivered a multitude of large public and private projects of all types (schools, swimming pools, stadiums, etc). AVAX SA obtained the highest works certificate for public works. In 1994, AVAX SA successfully listed its shares on the Athens Stock Exchange and continued to leap forward with many large projects, public and private. It also participated in the large-scale concession project of the Athens Ring Road, the cost of which exceeded one billion Euros. Since the incorporation of AVAX SA in 1986, and up until 1999, I held the position of Chairman and CEO of the Board of Directors. In 1999, AVAX SA agreed to merge with J&P HELLAS SA, giving rise to J&P-AVAX SA, which pressed on with large projects, public and private, and participated in most concession projects in Greece, including the Athens Ring Road, the Rio-Antirrio Bridge, the Olympia Motorway, the Aegean Motorway, the Moreas Motorway. J&P-AVAX SA was also involved in many large public projects such as Airports, Metro projects, Natural Gas installation projects, large energy projects, building projects, electromechanical projects, railway projects, Real Estate projects, both in Greece and in international markets (UAE, Libya, Cyprus, Poland, Malta, Jordan, etc). Average turnover of J&P AVAX SA over the last fifteen years exceeds four hundred million euros per annum. In 2020, J&P-AVAX SA was renamed to AVAX SA, in which I constitute one of the three main shareholders. Throughout the course of the company, and until today, I hold the position of executive Deputy Chairman of the Board of Directors. I served as Chairman of the Board of Directors of Greece's Association of 7th-class Contractors (STEHT) in three

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consecutive terms (1997-2005), as well as Chairman of the Board of Directors of Greece's Association of Top-class Contractors (STEAT) in one term (2010-2013). I am a member of the Board of Directors of the Athens Ring Road and operator Attikes Diadromes since their set-up in 1996 and 1999, respectively, until today. I am the Chairman of VOLTERRA S.A., a subsidiary of AVAX S.A. from its foundation until today, as well as President of IXION, also a subsidiary of AVAX SA.

Aikaterini Pistioli : Born in 1971 in Athens, Greece. Graduated from Athens College In 1990, received her degree in Electrical Engineering (Dipl.Ing.) from the Technical University of Munich (TUM) in 1996. From 1996 to 1998 she worked as an engineer at PHILIPP HOLZMAN AG in Berlin. Since 1998, returning to Greece, she has worked on a variety of PYRAMIS SA projects, participating in the Board of Directors as Chairman and CEO from December 2016 until today. She also participates in the Boards of Directors of AVAX SA and GREEN TOP Energy SA.

Konstantine Mitzalis : He is a civil engineer with long experience in large projects. Former major shareholder of subsidiary ETETH SA, in which he is Board Chairman and Managing Director since 1978. Born in Salonica, Greece.

Konstantine Lysaridis : He is a a civil engineer (graduated in 1968) with long experience in large projects. Former senior executive of subsidiary ETETH SA since 1970, in which he is Vice-Chairman. Born in Salonica, Greece.

Anthony Mitzalis : Born in Salonica, Greece in 1984. He is a civil engineer. Works for the AVAX group since September 2009. Member of the Board of Directors of subsidiary ETETH SA since August 2014. Holder of a BEng in Civil Engineering from the University of East London and an MSc in Structural Engineering from the University of Surrey.

Athena Eliades : She is a graduate of the Department of Chemistry of the National University of Athens, an MBA in Business Administration and holds the professional titles of Charter Certified Accountant (FCCA), Certified Internal Auditor (CIA), Certified Data Protection Officer (TLIV AUSTRIA), Certified IFRS (ACCA-SOEL), Certified IFRS (ICAEW). Her career started in Cyprus in a large dairy industry, where she worked for eight years initially as Quality Control Manager and later on as Production Manager. In 1992 she joined an auditing firm in Greece as auditor and consultant, and in 1996 she became CFO in a credit



institution, before moving on to AVAX Group as CFO in 1998. Among others, she has implemented an ERP system in the construction sector, has been extensively involved in corporate governance, authoring of procedures, implementation of internal auditing systems, the setup and organisation of companies and branches outside Greece, implementation of costing systems, provision of internal auditing services in the domestic market as well as in Europe and the Middle East. She has served as member of the Conduct & Ethics Committee of the Accounting and Auditing Profession of Cyprus (SELK). For a two-year period starting in 2008, she was an advisor to the Finance Ministry regarding the setup of the internal auditing department for public entities. Participates as a speaker in seminars and conferences in Greece & Cyprus. She is a member of the Project Bidding Committee and a vice chairwoman to the ESG Committee of AVAX. She is a licensed Certified Auditor / Accountant in Greece (SOEL) and in Cyprus (SELK).

Christos Siatis : He has substantial experience as a senior executive at international auditing firms, with expertise in auditing and operational and financial corporate restructuring.

Alexios Sotirakopoulos : He is a Lawyer, member of the Athens Bar Association, a graduate of the Law School of the University of Athens, specializing in Commercial Law and in particular Corporate Law.

Michael Hatzipavlou : He is a graduate economist at the London School of Economics, Certified Auditor of England & Wales (FCA), has a CFA distinction from the same Institute and is a member of the Board of Certified Auditors-Accountants of Greece (SOEL). Founding member and former Chairman / CEO of Deloitte Greece, he started his career in Greece with the Auditing Department and then proceeded to the creation and development of the Management Consulting Department and the Financial Advisory Department of the company. He was a certified auditor in various companies & banks, responsible for consulting projects on corporate governance, business organization & restructuring, in more than 150 valuations of banks & companies, as well as in numerous acquisitions & mergers. Since 2016 he is CEO of Fukuro Capital Advisors Ltd, advising mainly foreign investors, while he was Chairman of the Board at Athens-listed Trastor REIT and Alpha TV Cyprus.

Theodora Monohartzi : She is a lawyer, Greek citizen, studied at the Law School of the University of Athens, graduating in 1988. During 1988-1990 she completed postgraduate studies and received a Master's degree from the University of Hannover, Germany, specialising in European Corporate and Labour Law, while her master's thesis was on Labour Law and, in particular, a comparative study of strike



law within Europe. Since 1990 she is an Athens lawyer, a member of the Athens Bar Association, specializing in Civil, Corporate, Labour, Banking Law as well as Energy Law, also resolving disputes related to complex legal issues on corporate matters. She is a partner in "Sarantitis Law Firm" since 2004, whereas she was an associate in "Sarantitis & Associates" between 1991 and 2004. She has headed the Dispute Resolution Department of the law firm for a number of years, and has handled important cases of individuals and large groups as a lawyer before the Supreme Court since 1999. She is the head of the Energy Law Department at the law firm, acting as a legal advisor to companies and joint ventures developing projects related to renewable energy sources.

Paul Canellopoulos : He was born in Athens in 1966. He holds a Bachelor in Business Administration & Political Science from Connecticut College, U.S.A. and in Insurance Science from the Greek Institute of Insurance Education. In 1989 he was occupied in AMERICAN INTERNATIONAL GROUP (AIG), New York, in Marine & Cargo Department and he attended regional congresses. He returned in Greece and during the period of 1993-1998 he was appointed Customer Management Group Manager and HR Manager in AIG GREECE S.A.- renamed to Chartis Greece S.A. Since 2008 till 2019 he has been the Deputy General Manager and Executive Vice Chairman of the Board of Directors in AIG Greece S.A. and on February 2019 he was appointed Consultant in AIG EUROPE S.A. Greek Branch. Since February 2020 he is appointed as a member of the Board of Directors in CANELLOPOULOS ADAMANTIADIS Holdings S.A. He is a member of the Hellenic Association of Insurance Representatives and member of the Board of Directors of the American-Hellenic Chamber.