

***Call for expression of interest for the position of
Chief Executive Officer (CEO) of HCAP***

Organizational Context

The HELENIC CORPORATION OF ASSETS AND PARTICIPATIONS (HCAP) was established as a legal entity under Law 4389/2016. HCAP operates in the public interest in accordance with the rules of private industry. In particular, HCAP manages and uses its assets in order to:

(a) contribute resources for the implementation of Greece's investment policy and to make investments that contribute to strengthening the development of the Greek economy and

(b) contribute to reducing the financial obligations of the Hellenic Republic, in accordance with Law 4336/2015.

In order to fulfil its purpose, HCAP shall act in an independent, professional and entrepreneurial manner with a long-term vision in achieving its results, in accordance with its rules of procedure; it shall also act to guarantee full transparency, with a view to enhancing the value and improving the performance of the abovementioned assets as well as generating revenue which is distributed in accordance with the Law. Furthermore, HCAP shall promote reforms of public undertakings, inter alia, through restructuring, good corporate governance and transparency and by fostering accountable administration, social responsibility, sustainability, innovation and good corporate practices.

HCAP may take any action necessary to achieve its purpose within the framework laid down by the law.

The Corporation is seeking to appoint its Chief Executive Officer (“CEO”) for a 4-year term. The supervisory board shall select a short list of candidates, get Ministry of Finance's opinion as provided by Law and make the final appointment.

Announcement The purpose of this call for expression of interest is to attract candidates with the appropriate profile.

Requirements / Qualifications: Candidates should meet the following criteria and conditions:

- Education:** Post graduate University degree, ideally in Management, Economics and/or Finance.
- Languages:** Excellent command of Greek and English. Other European languages will be considered valuable assets.
- Broad vision of HCAP:** Understanding of the wider economic role of State Owned Enterprises and Public Property within an economy undergoing long-term development challenges, including structural and fiscal reforms. Such an understanding would include the role of state assets and the monetarization of such assets in the development strategy of the country.
- The CEO shall be selected among persons possessing at least 15 years of professional experience with a proven record of achievements in international projects, in the area of economic restructuring or in the corporate, industrial, financial or real estate sectors, private and/or public.

- Experience in senior management is a prerequisite as well as prior participation in boards of directors, private and/or public. Top responsibilities in different sectors will be considered as a valuable asset.
- Experience in restructuring firms and turnarounds will be considered very valuable asset. Same consideration will be given to experience in privatization or successful restructuring of state owned enterprises.
- Broad vision of business issues, successful track record working as a CEO or C-Suite executive at a relevant industrial, real estate or financial company or institution.
- Exposure and experience in an international environment and exposure to audit, legal and EU regulatory matters would be desirable.
- Candidates must also possess a history of making good business decisions and being exposed to best practices; have track record and involvement in a multifaceted, highly complex and high pressure situations; have experience in complex business situations, involving corporate restructuring and management realignment, as well as experience dealing with the issues and concerns of investors.
- Strong managerial skills, including abilities to motivate and enhance the personnel to develop HCAP's capacities and inspiring them to achieve its goals; high-level negotiation skills and unquestionable business ethics are a must.
- Proved ability to develop and maintain team spirit, especially within the management team.
- Strong communication and interpersonal skills.
- Unquestionable business and personal ethics and independence as assessed by

the Supervisory Board from the 4 institutions (IMF, ECB, EC and ESM), governments, and the HCAP direct and indirect subsidiaries is a pre-requisite.

- Prior experience with an organization that is known for its integrity and excellent success record and a culture that has attracted, energized and retained top talent will be considered a valuable asset.
- High sense of duty and understanding of the notion of public/general interest.
- Diversity shall be one of the HCAP's core values. The HCAP Board of Directors and staff shall be characterised by their rich diversity and the Supervisory board aims to sustain and build on this strength. As such, the Supervisory Board seeks to ensure that everyone is treated with respect and given equal opportunities and works in an inclusive environment. The Supervisory Board encourages all qualified candidates to apply regardless of their racial, ethnic, religious and cultural background, gender, sexual orientation or special needs.

The CEO will be appointed subject to the absence of any personal or legal conflicts and restrictions, as described in the applicable Law. Applicants will be invited to confirm their compliance with the above and upon appointment to submit a formal declaration.