

***Call for expression of interest for the positions of  
Non-executive independent member of the Board of Directors 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 Board of directors which shall include 3 to 5 non-executive independent members one of whom will chair the Board of Directors and another one of whom will chair the audit committee. The supervisory board shall select a short list of candidates for the non-executive independent member positions for 4 year terms and make the final appointments.

**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.
- Languages:** Good command of Greek and English languages. Other European languages will be considered valuable assets. Greek shall be the native language for the majority of BoD members.
- The non-executive independent BoD members shall be selected among persons possessing at least 15 years of professional international experience in high level positions in corporate management or industrial/business consulting or finance.
- Proven business acumen is a must as well as in depth understanding of the Greek and European markets.
- Advanced communication skills are necessary.

- 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.
- Experience in senior management of a private company and prior participation to board of directors in the private sector will be considered as a valuable assets.

Since HCAP will have under its control different subsidiaries, with different roles to fulfil and covering different areas of the economy, experience of the non-executive independent board members should cover the relevant scope.

The composition of the board of directors shall be such that the following areas of competence are covered:

- Transactional experience
- Investment experience
- Privatisation experience
- Operational restructuring experience
- Public sector experience
- Financial experience
- Business development experience

Any sectorial specialization and understanding of the key drivers and challenges in certain sectors will also be taken into account and the composition of the board of directors shall be such that the following areas of competence are covered:

- utilities (energy etc.),
- transport and infrastructure,
- financial services,
- real estate.

Experience in auditing and benchmarking – financial, accounting and operational - is a prerequisite for chairing the Audit Committee.

- Diversity shall be one of the HCAP's core values. The HCAP BoD 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 BoD non-executive independent members 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.