



HELLENIC CORPORATION OF ASSETS AND PARTICIPATIONS

28 February 2018

***Call for expression of interest for 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.

Pursuant to Law 4512/2018, the Corporation is seeking to appoint additional non-executive members of the Board of Directors. The Supervisory Board shall select a short list of candidates for these positions 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 satisfy the following criteria and conditions:

- Education: University degree. Post graduate degree will be considered an asset.
- Languages: Excellent command of Greek and English languages. Other

European languages will be considered assets. Greek shall be the native language for the majority of BoD members.

- The independent BoD members shall be selected among persons possessing at least 10 years of professional 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 other 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 companies and prior participation to board of directors in the private sector will be considered a valuable asset.

Since HCAP has 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.

Any expertise, specialization and understanding of the key drivers and challenges in the following areas will be taken into account and considered assets:

- Utilities (energy, water, postal services, etc.)
- Transportation and infrastructure
- Retail and tourism
- State owned enterprises management
- Auditing and finance

Diversity is one of the HCAP's core values. The HCAP BoD and staff are characterized 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 legal framework. Applicants will be invited to confirm their compliance with the above and upon appointment to submit a formal declaration.

Applications with a detailed CV should be submitted the latest by **Wednesday, March 14 2018** via e-mail to: candidates1@stantonchase.com