



Michalis Tsamaz

Number of shares¹
(null)

Mr. Michalis Tsamaz (born 1959) is a distinguished leader, notable for his achievements in corporate transformation, digital innovation, and people-centered management. As Chairman and CEO of OTE Group (2010-2024), Greece's largest technology and telecommunications company, he led one of the most successful corporate restructurings in Europe, turning a company facing challenges into a profitable, agile, and future-ready technology enterprise.

Through his leadership, he secured OTE's sustainability and placed it firmly back on a growth trajectory, while this achievement was recognized by the Harvard Business School in two landmark case studies taught internationally.

In parallel, he established OTE as a leader in ICT services and expanded into new business areas such as with Payzy (fintech), Cosmote Insurance (digital insurance aggregator) etc., broadening the Group's digital ecosystem. Most importantly, OTE became the backbone of digital society, with its networks and digital platforms enabling the Greek State to modernize and provide public services online.

Mr. Tsamaz integrated strong ESG principles into corporate strategy, advancing environmental sustainability, social responsibility, and inclusion. He consistently combined business excellence with social responsibility, supporting numerous social organizations, including children's welfare organizations and cultural foundations with various initiatives, as well as with other initiatives for nature preservation and environmental sustainability.

Before his tenure as CEO, Mr. Tsamaz held senior positions across the OTE Group (Cosmote, OTEGLOBE, OTE Investments, OTE International), and earlier built his career in Vodafone, Philip Morris International, and Warner Lambert in marketing and sales key leadership roles.

Currently, he also serves as Chairman of Uni Systems and Chairman of Intracom Defense, while also leading CORESIGHT, his strategic advisory firm.

Mr. Tsamaz holds a Bachelor's degree in Business Administration from the University of New Brunswick, Canada. His contributions have been widely recognized with various awards such as an honorary Doctorate Degree in Business Administration from University of Piraeus, an honorary promotion to Brigadier General of the Hellenic Defense Forces, as well as international accolades being included in various international lists of people with influence in Telecoms and Technology (Global Telecom Power 100).

Mr. Tsamaz contributes meaningfully to the work of the Board of Directors, complementing the Board's collective suitability in several areas. Among others, Mr. Tsamaz brings strong business, commercial and entrepreneurial experience, as well as an external, non-banking perspective that broadens and diversifies the Board's viewpoint. His extensive experience in technology, innovation, ESG and digitalization, combined with his experience in leading large-scale organizational transformation, is considered highly relevant to the Board's responsibilities and strategic priorities.

Following the assessment carried out, it is considered that Mr. Tsamaz fulfills the eligibility and suitability criteria provided in the regulatory framework and the Bank's internal policies, and especially meets the following criteria:

- ✓ minimum requirements provided in the regulatory and internal framework with regard to qualifying/eligibility criteria for Board membership and directors' incompatibilities;
- ✓ sufficient knowledge, skills and experience;

¹ Number of shares as at 27.03.2026

- ✓ reputation, honesty and integrity;
- ✓ independence of mind and absence of conflict of interest;
- ✓ sufficient time commitment to the exercise of his duties, thereby meeting time commitment requirements in accordance with the provisions of the regulatory framework;
- ✓ has confirmed that there is no legal impediment to his election as per article 3 para 4 of Law 4706/2020, as in force;
- ✓ meets the independence requirements laid down in the applicable regulatory framework, so as to be elected as independent non-executive member of the Board; and
- ✓ complements the Board's collective suitability.