



Avraam C. Gounaris

Current role in NBG Board of Directors:

Independent Non-Executive Member

Current participations in NBG Board Committees:

Chair of the Compliance, Ethics and Culture Committee

Member of the Audit Committee and the Strategy and Transformation Committee

Mr. Avraam C. Gounaris (born 1969) was appointed as Independent Non-Executive Director of the Board of Directors in July 2019. Mr. Gounaris has held several senior positions in both the public and private sectors. In the past, Mr. Gounaris has served, among others, as non-executive member of the Board of Directors of Euroconsultants, executive member of the Board of Directors of ECUSA and Chairman of the Board of Directors of Investment Bank of Greece.

Mr. Gounaris holds a Bachelor of Science in Business Administration (Finance) and a Master in Business Administration from the University of Nevada, Reno.

Mr. Gounaris possesses significant professional experience and capabilities, having held several senior positions in both the public and private sectors and having diverse managerial experience with an emphasis on restructuring and transition management and is considered an expert in multiple stakeholder management.

Mr. Gounaris has made substantial contributions to the Board of Directors of NBG and is expected to continue doing so in the future, thus complementing the BoD collective suitability.

Based on the assessment performed, Mr. Gounaris 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 criteria for Board membership, eligibility criteria stipulated in Law 3864/2010 (HFSF Law), and directors' incompatibilities;
- ✓ sufficient knowledge, skills and experience;
- ✓ reputation, honesty and integrity;
- ✓ independence of mind and no conflict of interest;
- ✓ sufficient time commitment to exercise his duties, thereby meeting time commitment requirements;
- ✓ 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 Greek legal framework and particularly Article 9 of Law 4706/2020 (in force as of 17.7.2021), NBG's Corporate Governance Code and the European

Commission Recommendation 2005/162, all as in force, so as to be proposed for appointment as independent non-executive member of the Board; and

- ✓ complements the Board collective suitability.

Number of shares¹

Nil

¹ Number of shares as at 05.07.2021