

The 2023 Proxy Season Review – Greece and Europe: What is next



Natassa Stamou

Vice-Chair of the Hellenic Capital Market Commission

Natassa Stamou is Vice Chair of the Hellenic Capital Market Commission (HCMC) and Chair of the Investments Guarantee Fund.

She has extended experience in the Greek Capital Market, as, prior to her appointment to the HCMC, she was, for twenty years, legal advisor, compliance officer, DPO and member of various administrative committees of the Athens Exchange Group.

Ms Stamou has been actively involved in corporate governance since 2012, when she participated from the Stock Exchange's side in the establishment of Hellenic Corporate Governance Council (HCGC ΕΣΕΔ). She is a member of the Board of Directors of the Council and participated in the drafting of the Corporate Governance Code.

As Vice-Chair of the HCMC, responsible for corporate governance, she has taken the lead in the enactment of the relevant law especially through a continuous dialogue with stakeholders. She is also actively involved in sustainable finance issues.



Styliani (Stella) Kontou

Senior Manager, Morrow Sodali

Stella is a lawyer qualified at the New York Bar. Since joining Morrow Sodali in 2021, she has focused on EMEA markets, with a special focus on the Greek market where she delivers corporate governance trainings to Greek listed companies and manages board effectiveness and corporate governance engagements. Stella also actively participates in ESG engagements and the monitoring of ESG-related regulatory developments in the EU.

Prior to joining Morrow Sodali, she worked on complex multinational transactions, international company incorporations and corporate valuation audits. She has worked in private law firms in the areas of corporate, EU, international trade and healthcare law at Fieldfisher Brussels (2021), US law firm Butzel Long (2020) and GSK Luxembourg (2019).

Stella is a member of the German American Business Council. She received an LLM in Medical Law from Queen Mary University of London (2019), and an LLB in Law with Politics from the University of Essex (2018). She also holds Diplomas in Law and Economics (Kapodistrian University of Athens) and International Commercial Arbitration (Stockholm University).

Panel 1: Discussing the role of the Board in 2024



Moderator: Chris Hodge
Special Advisor, Morrow Sodali

Chris is a special advisor at Morrow Sodali, focusing on corporate governance policies and disclosure systems. Chris is an experienced policy-maker, while he has previously advised organisations such as the Institute of Directors in the UK, the Chartered Governance Institute (the professional body for company secretaries) and the International Corporate Governance Network, an investor-led organization whose members are collectively responsible for around US\$77 trillion of assets under management.

For ten years until 2014, Chris was Director of Corporate Governance at the UK's Financial Reporting Council, responsible for developing the UK Corporate Governance Code for listed companies and introducing the first national stewardship code for investors in the UK in 2010. Chris was subsequently the FRC's Strategy Director from 2014 until January 2016.

Chris established, and chaired for eight years until 2015, the European Corporate Governance Codes Network, is currently a member of the Advisory Board of Hawkamah, a corporate governance institute in Dubai, and was previously a member of the Hellenic Corporate Governance Council in Greece from 2012 to 2018. He is an Honorary Life Fellow of the Chartered Governance Institute and the Institute of Risk Management.



Giovanna Kampouri Monnas
Chair & Member of Boards of Directors

Giovanna Kampouri Monnas is an experienced non-executive director serving, since 2005, as Chair or Member in different public, family, state and non-profit boards in Europe and the USA. Indicatively, Giovanna has served as a Board member in Aptar, Exea Ventures, Growthfund, Imerys, Puig, Randstad Holding and TNT.

She is also a seasoned Chair or Member of Governance, Talent & Compensation, and Nomination Committees in different regulatory systems.

As an executive, Giovanna worked first in Procter & Gamble in Greece and the USA, and then in Benckiser GMBH in Germany, rising to President of Benckiser International.

Giovanna got her Bachelor of Science in Economic and Social Administration and her Master of Science in Economic Planning and Administration, both from the London School of Economics.



Rania Ekaterinari

Independent Corporate Director in boards of listed companies and Senior Strategy Advisor

Rania currently serves as an independent board member in 4 boards, namely of Motor Oil S.A. (Nom&RemCo Chair), ElvalHalcor S.A., Coral S.A. and HEDNO S.A., two of which are listed and part of the Athens Large Cap 25 Index. Prior to these boards, Rania has also served as executive board member in multibillion companies active in the energy sector and asset management.

She is also member of the Leadership Committee of the American-Hellenic Chamber of Commerce (AMCHAM) and member of the Advisory Board of Dianeosis, the leading non-profit think tank institute in Greece on social, economic and policy reforms matters. In the past, she served as member of the Hellenic Corporate Governance Council, while she also participates in various non-profit organizations for gender diversity.

In the past, she served as the CEO of the Hellenic Corporation of Assets and Participations, as a Deputy CEO and member of the Board of Public Power Corporation and was a partner at Ernst & Young (EY) in Transaction Advisory Services and Energy Sector Leader for SE Europe. She also worked for more than 10 years in Corporate and Investment Banking in London and in Athens, for Deutsche Bank, BNP Paribas and Eurobank.



Theodora (Dora) Varvarigou

Professor at the National Technical University of Athens

Theodora Varvarigou is a professor at the School of Electrical and Computer Engineering of the National Technical University of Athens (NTUA) and former chair of the board of EYDAP. She has over 35 years of work in the forefront of innovation and digital technology and its application in a wide range of services and industries. An experienced advisor, technology consultant and board member with instrumental role in setting up and running a governance structure. Her focus is on digital transformation, management of risk and opportunity related to technologies such as blockchains, artificial intelligence, machine learning, cybersecurity, privacy, code infrastructure, cloud/edge computing, IoT. She is a member of the board of Bodossakis Foundation.

She has published more than 400 papers in leading international journals, conferences and books and has been repeatedly listed among the most influential scientists in her field internationally. She has participated and co-ordinated over 70 competitive EC projects. She received her B. Tech from NTUA, Ms and PhD from Stanford University and a number of director certifications from Harvard Business School.

Panel 2: Discussing the 2023 Greek proxy season



Moderator: Sandra Novakov

Managing Director, Investor Relations EMEA, Morrow Sodali

Sandra joined Morrow Sodali in October 2023 as Managing Director responsible for developing and overseeing the firm's investor relations advisory offering for clients across EMEA.

She has exceptionally wide-ranging IR experience, having worked with more than 100 listed and private companies globally as their IR advisor or outsourced Head of IR over a period of more than 20 years.

Prior to joining Morrow Sodali, Sandra led the IR practice at Citigate Dewe Rogerson, providing board level communications counsel on IPOs, capital restructurings, de-listings, M&A, shareholder activism, bond offerings, crisis management and ongoing engagement with debt and equity analysts and investors.

As part of her role, Sandra is also involved in supporting clients with sustainability reporting and engagement.

Her experience spans a wide range of sectors, with a particularly strong track record in TMT, financial services, and natural resources.

Sandra sits on the UK Investor Relations Society's Membership Committee and is a regular speaker at industry conferences on a wide range of investor relations issues.



Daphné van Osch

Director Equity Capital Markets EMEA, Sustainalytics

Daphné leads the Corporate Solutions EMEA sales team in Sustainalytics since 2019. She and her team support the corporates with licensed ESG ratings (*optional: where issuers leverage their ESG Risk Ratings for internal sustainability performance improvements, Sustainability Linked Loans, Sustainability KPIs in the variable remuneration model, in pre-IPO processes and for Marketing & Investor purposes*).

Previous to the licensed ratings, Daphné engaged with corporate and sovereign issuers on Second Party Opinions for bond issuances.

With a background in sustainable finance and consultancy, Daphné has a long track record in the ESG space having worked for a European ESG rating agency and ESG funds for a French asset manager.

Before starting in the Sustainalytics Corporate Solutions team Daphné ran her consultancy firm specialised in Socially Responsible Investment strategies.



Federica Soro

Manager, Mediterranean Europe – Glass Lewis

Federica joined Glass Lewis in 2017 and currently serves as Manager for Mediterranean Europe, managing proxy research on governance and executive remuneration and issuer engagement for markets in the region. Prior to joining Glass Lewis, she obtained an M.A. in Conference Interpreting.



Nick Koskoletos

CFA is the Chief Financial and Issuers Relations Officer of the Athens Exchange Group.

Prior to joining the group in January 2020, he was a GM at Eurobank Equities heading its award-winning Equity research team. He has over 15 years of experience in capital markets in Greece and abroad on both the asset management and investment banking side as a sell side analyst. During his tenure in his capital markets capacity, he has engaged with multiple executive teams and institutional investors. He has a Bachelors Degree in Economics from the University of Athens, an MBA from the John Molson School of Business in Montreal Canada and is a CFA charterholder.



Max Purcell

Director, Morrow Sodali

Max is Director of Corporate Governance based out of London, responsible for leading the UK corporate governance advisory services. Max brings a depth of knowledge, focusing on providing Boards and senior managers with leading advice to help companies strategically manage corporate governance, remuneration and broader ESG matters and practices.

Working with organisations across all sectors and industries, Max is focused on providing critical insights and clarity on the intersection between market and shareholder expectations, the regulatory environment and a business' purpose and strategy.

Prior to relocating to our London offices in February 2023, Max was a Director based in our Sydney office working with listed entities in the APAC region. Before joining the firm, Max worked as a remuneration consultant at Godfrey Remuneration Group. In that role, he advised primarily ASX-listed company boards and senior leadership on executive and non-executive remuneration and associated governance matters.