



**25th Annual Capital Link Invest in Greece Forum
«Accelerating Investments for Sustainable Growth»**

**21 sessions - 100 Top Level Speakers
An International Summit About Greece in New York
Business & Investment Opportunities in Greece
Speakers from US & Greek Governments - Private Sector CEOs - International Banks & Investors**

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New York, December 20, 2023

The following highly interesting Panel Discussion, entitled «BRAIN REGAIN», was part of the agenda of the 25th Annual Capital Link Invest in Greece Forum, entitled, «Accelerating Investments for Sustainable Growth», that was held with great success and participation, on Monday, December 11, 2023, in New York, in cooperation with the New York Stock Exchange, the Athens Exchange Group (ATHEX Group), and major Global Investment Banks & Organizations, and under the Auspices of the Consulate General of Greece in New York. The event was sponsored by top companies, and Goldman Sachs and TEN Ltd (Tsakos Energy Navigation) were the Lead Sponsors.

In the context of the Conference, the topic of Brain Regain was discussed in a panel with the participation of distinguished speakers from Greece and the USA.



PANEL DISCUSSION: BRAIN REGAIN Co-hosted with the Hellenic American Chamber of Commerce (HACC)

Moderator: Ms. Eftihia Pylarinou Piper, *Sr. Vice President - Red Apple Group; Member of the Executive Board - Hellenic American Chamber of Commerce of New York*

Panelists:

- **Ms. Melissa Fragiski**, *General Manager – Chief Human Resources Officer - Alpha Bank*
- **Dr. Kalliopi Kalaitzi, MD, MSc, PhDc**, *Board Member – BrainReGain; Head of Lifestyle Medicine Department – Euroclinic Athens; Academic Scholar - Attikon Hospital, Athens Medical School*
- **Mr. Panagiotis Karampinis**, *Managing Director – Endeavor Greece*
- **Ms. Yanna Andronopoulou**, *General Manager - Greece, Cyprus, Malta – Microsoft (via webcast)*
- **Mr. Nico Gariboldi**, *Vice President, Thessaloniki Site Lead - Pfizer*

The moderator **Ms. Eftihia Pylarinou Piper, Sr. Vice President - Red Apple Group; Member of the Executive Board - Hellenic American Chamber of Commerce of New York** congratulated Olga and Nikolas Bornozis for organizing such incredible Forums for 25 years and thanked them for co-hosting this event with the Hellenic American Chamber of Commerce which is committed to finding ways to help the young professionals in NY. She continued that Greece has experienced a major wave of outward migration but is now one of Europe's fastest-growing economies and the doors are opening for skilled professionals who could find a satisfactory place to start or continue their career. The panel presented the transformation of the "Brain Drain" phenomenon into a "Brain ReGain" in Greece, and recommended a mutual cooperation of Greeks in Greece and Greeks abroad. Each of the speakers during the discussion offered a realistic approach to the opportunities and challenges that young people will face on their return to "Ithaca". They made a presentation of the initiatives each one of their companies has taken to open up career opportunities for skilled professionals, their successes in attracting many professionals to repatriate and urged the people in the audience to apply for the openings. It was pointed out that their programs result in high salaries, high innovation and economic growth. The areas of great demand, pointed out, were Artificial Intelligence, Cybersecurity and Cloud Technology. On the entrepreneurial side a presentation of Endeavor Greece was made offering programs to help high-impact entrepreneurs with talent and innovative spirit to thrive.

Ms. Melissa Fragiski *General Manager – Chief Human Resources Officer - Alpha Bank*, stated: «Two years ago, we launched the Ithacans initiative with the ambition to attract young and skilled Greeks living abroad to repatriate and join the new Alpha Bank. Today, thanks to a series of awareness-raising and engagement activities we undertook in Greece and key international markets, our efforts are already yielding significant results and more than 70 professionals from the UK, Switzerland, the United States and other countries have joined the Bank. Our participation in this year's Capital Link Forum is proof of our commitment to contribute to brain regain efforts and of our conviction that Alpha Bank can emerge as the preferred employer for talented Greeks who wish to repatriate. Our perspective is based on several factors that instill a sense of optimism for the future, such as the favorable outlook of the Greek economy, Alpha Bank's full privatization and renewed extroversion that mark a new era for our company and our people. Moreover, our positive partnership with governmental and other stakeholders to enhance the existing framework, available incentives, and initiatives to attract even more talented executives back to Greece. Finally, the Alpha Bank culture that emphasizes on collaboration, transparency, and meritocracy, along with the newly introduced employee incentive program that rewards customer-centricity, innovation, and the creation of positive socio-economic value, are key elements that solidify our position as one of the best employers in Greece. Attracting new talent is just one part of our human capital strategy. Even more crucial is our ability to retain these new hires, as well as to foster an environment conducive to skill development and personal growth. This is a commitment we are resolute to maintain, and our current experience confirms we are progressing in the right direction. »

Dr. Kalliopi Kalaitzi, MD, MSc, PhDc, *Board Member – BrainReGain; Head of Lifestyle Medicine Department – Euroclinic Athens; Academic Scholar - Attikon Hospital, Athens Medical School* presented the BrainReGain, a Civil Society initiative that brings together 42 Greek businesses, 88 senior executives, renowned scientists and a network that spreads to 100,000 Greeks abroad. During her presentation she described the services offered by BrainReGain and the ongoing projects.

She elaborated on the BrainReGain Mentoring program, where senior executives volunteer as mentors in professional repatriation. According to Dr. Kalaitzi, the Initiative has received over 800 mentee applications.

She discussed the operation of the BrainGain JOBS in Greece, an online -free of charge- platform, enabling Greeks living and working abroad, to discover jobs in Greek companies by submitting their CVs through the platform.

Dr. Kalaitzi drew the audience's attention to the report "Greece Country Highlights", published in cooperation with EY.

This report, very informative for the expat community, presents key information and developments in the Greek regulatory, legislative and investment framework.

She then presented the results of past and present surveys, which run regularly. The "I would return if" survey targets Greeks living and working abroad and the "I would hire if" survey is for senior executives of companies in Greece. These surveys aim is to investigate the progression of companies' intentions to hire repatriating Greeks and explore the motivations for potential expat returns.

She concluded by referring to a newly formed working group tasked with the elaborating on and reviewing of existing repatriation policies in Greece and abroad. The group intends to make specific proposals to the Greek state and other stakeholders.

"For our Initiative, forums like Capital Link are the perfect paradigm of our vision for braingain. The Gain for our country would not only come with the return of all expats -as this is not realistic – but also from the collaboration among bright Greek Brains no matter where they live", concluded Dr. Kalaitzi.

Mr. Panagiotis Karampinis, Managing Director – Endeavor Greece made a presentation offering programs to help high-impact entrepreneurs with talent and innovative spirit to thrive.

Ms. Yanna Andronopoulou, General Manager of Microsoft Greece, Cyprus and Malta spoke via webcast of the unique opportunity ahead highlighting Greece's potential to become a truly competitive market. Microsoft has been investing consistently in the country for over 30 years, irrespective of the multiple crises from the earlier recession to the latest pandemic, and seeing all the technology players, large or small, currently turning their focus on Greece, is probably the greatest testament to its long-running strategy. One that includes the development of the country's first hyperscale data centers and the financial benefits that accompany this decision, including the company's broader initiative, GRforGrowth, set to help people, businesses and the Government to accelerate economic growth through AI & Cloud technologies. Of course, for a country to thrive, in addition to large enterprises taking significant steps to transform digitally, it needs to have the right talent in place. To that end, GRforGrowth has an ambitious goal of training 100,000 people in digital skills by 2025, and Microsoft is ahead of the curve with 55,000 accomplished trainings already. Additionally, in cooperation with the National Center for Public Administration and Local Government, the company has introduced the first Microsoft Academy for Civil Servants aiming to upskill up to 250,000 public sector employees leveraging a train-the-trainer concept. Through its partnership with ReGeneration Microsoft is focusing on skilling young graduates, women but also Greeks who are 45+, and has achieved 100% hiring success through various skilling academies. These are just some of the steps that contribute to the overall effort to attract interest from investors across segments and subsequently talent.

Mr. Nico Gariboldi Vice President, Thessaloniki Site Lead - Pfizer, explained in his speech Pfizer's forward-thinking approach to attract the most qualified personnel that revolves around a dynamic and diverse strategy tailored to meet the imperative need for executives well-versed in digital innovation and emerging technologies. Recognizing the pivotal role of tech-savvy leaders characterized by analytical and creative thinking in navigating the contemporary business landscape, Mr. Gariboldi highlighted that Pfizer strategically seeks out professionals with a deep understanding of digital trends, recognizing at the same time the distinguishing factor of soft skills and interpersonal attributes such as adaptability, resilience, and innovation leadership. This holistic approach is actively tapping into diverse talent pools that bring a spectrum of experiences and perspectives. Emphasizing inclusivity, Pfizer's strategy encompasses targeted outreach to individuals with different backgrounds and expertise. Starting with a proactive approach at educational institutions, as Mr. Gariboldi stated, the company establishes partnerships with and universities to engage with potential talents early on. Leveraging bootcamps, hackathons and masterclasses, Pfizer upskills candidates from the very start, fostering teamwork and innovation. Moreover, he emphasized that the Learning and Development (L&D) strategy is robust, offering continuous opportunities for skill enhancement and professional growth. Strategically, Pfizer recruits Greek professionals from the EU and Balkan market, creating a melting pot of talents where each team member contributes to a collective "Brain Gain": 15% of colleagues in Thessaloniki came back from abroad. Mr. Gariboldi also stressed the need for a symbiotic relationship and better synergies

between Ministries and companies where the requirements of companies align with the aspirations of individuals, enhancing digital transitions and social fairness.

THE FORUM WAS ORGANIZED:

IN COOPERATION WITH: New York Stock Exchange – NYSE & Athens Exchange Group (ATHEX Group)

UNDER THE AUSPICES: of the Consulate General of Greece in New York, which hosted a welcome reception for all Speakers.

The Forum, through its 25 years record of success, has been engaged in a systematic effort to highlight Greece's profile to a global business and investment audience. This year's forum was particularly significant as Greece is heralding a new dawn of investments and entrepreneurship, despite global challenges. The country's political stability, strong economic dynamics, and attractive valuations have boosted investor confidence in the Greek market. The upgrade of the Greek economy by Fitch formalizes the emergence of Greece in the investment category in terms of credit rating. Fitch is the third - out of four recognized by the ECB - rating agency to award our country investment grade status in recent months. This certifies the progress of the Greek economy and the even more positive prospects opened up by the implementation of the country's policy. At the same time, it creates the conditions for further strengthening investment inflows, better financing conditions for the economy, growth and increased employment.

The Prime Minister of Greece, H.E. Kyriakos Mitsotakis, addressed international investors via written message.

Keynote Remarks by Greek Ministers: Minister of Economy & Finance, H.E. Kostis Hatzidakis, Minister of Infrastructure & Transport, H.E. Christos Staikouras, Minister of Environment & Energy, H.E. Theodore Skylakakis, Alternate Minister of Economy & Finance, H.E. Nikolaos Papathanasis.

Greek Government Officials: Ms. Maria (Maira) Myrogianni, Secretary General for International Economic Affairs - Ministry of Foreign Affairs, Mr. Orestis Kavalakis, Governor of Recovery and Resilience Facility Coordination Agency - Ministry of Economy and Finance, Mr. Dimitrios Tsakonas, Director General - Public Debt Management Agency, Mr. Michael Arghyrou, Chairman of the Council of Economic Advisors, Mr. George Pitsilis, Governor – Independent Authority for Public Revenue, Mr. Vassilis Kontozamanis, Former Alternate Minister of Health, Mr. Gregory D. Dimitriadis, CEO & Executive Member of the BoD - Growthfund, the National Fund of Greece, Dr. Marinos Giannopoulos, CEO - ENTERPRISE GREECE.

US Government (US Department of State) Representatives: • Mr. Geoffrey R. Pyatt, Assistant Secretary, Bureau of Energy Resources, and •Mr. Joshua Huck, Deputy Assistant Secretary of State for Southern Europe and the Caucasus.

European Central Bank was represented by Ms. Elizabeth McCaul, Member of the Supervisory Board.

The Athens Exchange Group was represented by Mr. Yianos Kontopoulos, CEO - Athens Exchange Group, and the Hellenic Capital Market Commission, by Dr. Vassiliki Lazarakou JSD, Chair - Hellenic Capital Market Commission.

The Forum featured the important participation of representatives from ❖ the biggest Greek Banks: 1) Four Systemic Banks, Alpha Bank - Eurobank - National Bank - Piraeus Bank, 2) Attica Bank and Hellenic Development Bank, and from ❖ the most important Global Investment Banks • Barclays • BNP Paribas • Goldman Sachs International • Morgan Stanley • Nomura • AXIA Ventures Group Ltd.

Participating speakers in investor panel: John Paulson and representatives from: BC Partners - Brookstreet Equity Partners • CVC • Hotel Investment Partners (HIP) • RWE Energy Transition Investments • Thrivest Holding.

23 Listed Companies participated in a series of meetings with multiple foreign investors : Athens Exchange Group - Alpha Bank - Athens Water Supply & Sewage Company SA (EYDAP) -Attica Bank - AUTO HELLAS - AVAX Group - Cosmos Health, Inc. (NASDAQ: COSM) - Dimand S.A. - ELLAKTOR S.A. – Eurobank - GEK Terna Group - HELLENIQ ENERGY Holdings - Intrakat S.A. - LAMDA Development - MOTOR OIL Group - MYTILINEOS - National Bank of Greece - Opap - OTE Group of Companies - Piraeus Bank - PRODEA Investments - Public Power Corporation – PPC - Trastor REIC.

During the Official Luncheon the Greek Minister of Economy & Finance, H.E. Kostis Hatzidakis, and Mr. Evan Kotsovinos, Vice President and General Manager – Google, delivered Keynote Remarks. Mr. John Tuttle, Vice Chairman – NYSE; President - NYSE Institute, Dr. Nikolas P. Tsakos, Founder & CEO - TEN Ltd, and Ms. Beth Hammack, Co-Head Global Financing Group - Goldman Sachs, delivered Welcome Remarks. Nicolas Bornozis, President of Capital Link gratefully presented “THE CAPITAL LINK HELLENIC

APPRECIATION AWARD” to Mr. John Tuttle, Vice Chairman - NYSE; President - NYSE Institute, for NYSE’s and his own longstanding support & contribution to Greece, Greek Entrepreneurs, the Greek Maritime Community & the Greek-American Diaspora.

The Forum concluded with an Official Dinner during which the **"2023 Capital Link Hellenic Leadership Award"** was presented to **Mr. Nikos Stathopoulos**, Chairman of Europe & Member of the Management Committee - **BC Partners**, for his outstanding contribution to Greece: his significant involvement and positive impact on Greece and the Greek economy with his active investment participation. **Nicolas Bornozis, President of Capital Link, read the Greek Minister of Economy & Finance, H.E. Kostis Hatzidakis’ Keynote Address** since the Minister had to urgently return to Greece. **The Ambassador of Greece to the USA, H.E. Ekaterini Nassika, and Mr. Joshua Huck**, Deputy Assistant Secretary of State for Southern Europe and the Caucasus - **U.S. Department of State**, delivered **Keynote Remarks**. Ms **Nicole Petallides**, Host - **Schwab Network** ; Former Anchor - **FOX Business Network**, was the **Master of Ceremonies**.

On **Tuesday, December, 12, 2023**, within the context of the **“25th Annual Capital Link Invest in Greece Forum”**, the **New York Stock Exchange** in cooperation with **Capital Link** organized a special ceremony honoring the **"Greek American Issuer Day at NYSE"**, during which Greek & Greek American companies listed on the New York Stock Exchange rang the “Closing Bell” - at NYSE-New York Stock Exchange.

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UNDER THE AUSPICES: of the Consulate General of Greece in New York • Greek Trade Office in New York - Consulate General of Greece in New York

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ABOUT CAPITAL LINK

Founded in 1995, Capital Link is a New York based investor relations, financial communications and advisory firm with a strategic focus on the maritime, commodities and energy sectors, MLPs, as well as Closed-End Funds and ETFs. In addition, Capital Link organizes 18 high quality Investment Forums, webinars and podcasts, focusing on maritime transportation and U.S. investment products in 10 countries in the United States, Europe and Asia, in key industry centers, such as New York, London, Oslo, Hamburg, Athens, Limassol, Shanghai, Singapore, Tokyo and Hong Kong all of which are known for combining rich educational and informational content with unique marketing and networking opportunities. Capital Link is a member of the Baltic Exchange. Based in New York City, Capital Link has presence in London, Athens & Oslo.