

Sabrina Tsakona Twiss, MS

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Professional Summary

Accomplished professional with over 25 years of expertise in financial management, investor relations, strategic planning, and operational leadership across the Telecom, Energy, and Public Sector industries. Proven ability to drive financial initiatives, strengthen investor communications, and ensure compliance with regulatory standards. Adept at building relationships with both local and international stakeholders, delivering impactful presentations, and crafting strategies aligned with corporate governance excellence. Skilled in performing in-depth financial analyses, coordinating shareholder engagement, and managing high-stakes projects within strict timelines.

In addition to professional achievements, an active and decorated athlete in cycling, duathlon, and marathon disciplines. Distinguished in national championships and represented the Greek National Cycling Team in the Balkan MTB Championship. Competed in UCI Grand Fondo World Amateur Championship qualifiers and finals, achieving first place in the women's overall classification at the 2017 UCI Rhodes Granfondo Tour. Secured first place in her age category at the 2019 Powerman Duathlon held in Greece.

Actively involved in sports administration, holding key leadership positions within the Hellenic Cycling Federation, including serving on the Board of Directors since 2021 and as General Secretary since 2022. Currently presiding as President of Panerythraikos Athletic Club, a distinguished organization established in 1931, managing its Basketball (Elite League Men's), Volleyball (Pre-League Men's), and Cycling divisions. Renowned for seamlessly combining visionary leadership with a deep commitment to sports advancement and community enrichment.

Key skills

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|-------------------------------|-----------------------------|--------------------------|------------------------------------|
| ✓ Leadership | ✓ Team Management | ✓ Managerial Skills | ✓ Strategic Planning |
| ✓ Market Analysis | ✓ Financial Analysis | ✓ Financial Reporting | ✓ Investor Relations Management |
| ✓ Business Planning | ✓ Budgeting and forecasting | ✓ Project Management | ✓ Stakeholder Communication |
| ✓ Problem solving | ✓ Decision making | ✓ Operational Excellence | ✓ Cross – functional collaboration |
| ✓ Microsoft Office Specialist | ✓ Hyperion | ✓ SAP | ✓ Investor Presentations |

Languages

- ✓ English ✓ Greek ✓ French ✓ Dutch

Experience

Secretary General equivalent General Director, Municipality of Lokroi, (fixed term contract), 01/2020 – Present

- Lead a multidisciplinary team of 5 directors and manage 250 staff across key municipal functions, including HR, Finance, Technical Services, Urban Planning, and Social Protection.
- Oversee financial operations for a €70 million annual budget, ensuring compliance, resource optimization, and alignment with municipal goals.
- Secured €63+ million in funding through successful proposals to national and EU programs like Filodimos, Antonis Tritsis, and the Green Fund.
- Implemented data-driven approaches to enhance financial decision-making, improve P&L analysis, and provide actionable reports to leadership.
- Collaborate with municipal leaders to develop and execute strategies that drive efficiency, transparency, and long-term growth.

Investor Relations Officer, ADMIE Holding (IPTO Holding), 03/2018 – 07/2019

- Elevated corporate visibility by crafting and disseminating detailed financial reports, press releases, and annual publications, ensuring clarity, transparency, and alignment with stakeholder expectations.
- Led investor engagement initiatives, including organizing international roadshows, hosting earnings calls, and managing shareholder communications, to build trust and strengthen relationships within the investment community.
- Organized and documented General Assemblies, ensuring all departmental aspects were thoroughly addressed and aligned with corporate governance standards.

- Partnered with senior leadership to align financial reporting with strategic goals, maintaining accuracy, compliance with regulatory standards, and adherence to corporate governance practices.
- Provided actionable financial insights and strategic recommendations, fostering investor confidence and supporting informed decision-making.
- Conducted in-depth analysis of financial performance data to create high-impact presentations and reports, enhancing stakeholder communication and demonstrating the company's value proposition.

Head of Controlling Special Projects Department, OTE Group of Companies, 06/2015 – 07/2016

- Directed cross-functional teams to execute high-impact controlling projects, delivering results aligned with organizational objectives and timelines.
- Strengthened financial oversight by developing and presenting actionable reports to senior leadership, driving data-driven decision-making.
- Collaborated with stakeholders across departments to implement financial controls, ensuring compliance with corporate standards.

Head of Capex Planning, Controlling & Reporting Department, OTE Group of Companies, 04/2014 – 06/2015

- Managed capital expenditures exceeding €500 million, optimizing financial planning, monitoring, and resource allocation to support strategic initiatives.
- Designed and implemented advanced reporting mechanisms, enhancing data accuracy, visibility, and timeliness for better decision-making.
- Collaborated with cross-functional teams to align Capex strategies with business objectives, driving operational efficiency and cost optimization.
- Provided strategic insights on Capex performance, enabling senior leadership to prioritize investments and manage risks effectively.

Head of Strategic & Business Planning Department, OTE Group of Companies, 01/2006 – 04/2014

- Spearheaded the development and execution of comprehensive financial planning and budgeting processes, ensuring alignment with the organization's long-term strategic vision and objectives.
- Directed strategic forecasting initiatives, leveraging data-driven insights to provide actionable recommendations that shaped executive-level decision-making.
- Improved financial performance visibility by introducing advanced analytical tools, enabling precise projections, scenario planning, and proactive risk management.
- Partnered with cross-functional teams to harmonize strategic plans with operational objectives, driving organizational efficiency and delivering measurable business outcomes.
- Provided strategic leadership in business planning, playing a pivotal role in transformative initiatives that elevated the Group's competitive positioning.
- Led the successful integration of SAP systems across financial operations, streamlining workflows, enhancing data accuracy, and achieving significant process efficiencies.

Senior Financial Analyst, OTE Group of Companies, 10/1998 - 01/2006

- Delivered comprehensive financial planning and analysis, enabling accurate communication of financial performance and supporting data-driven decision-making for stakeholders.
- Prepared detailed financial statements in strict compliance with regulatory standards, bolstering transparency and strengthening investor confidence.
- Conducted in-depth variance analyses to identify trends, uncover opportunities, and provide actionable recommendations to senior management.
- Streamlined financial reporting processes by collaborating with cross-functional teams, enhancing operational efficiency and accuracy.
- Played a key role in developing and implementing robust budgeting frameworks, ensuring alignment between financial goals and broader organizational strategies.

Product Manager, Rilken S.A., 06/1997 – 09/1998

- Developed and executed marketing strategies, aligning product positioning with market needs and corporate objectives.
- Conducted market research to identify trends and consumer preferences, providing insights that informed marketing and product development decisions.

- Collaborated with cross-functional teams to ensure alignment between marketing, sales, and financial goals, driving profitability and market share growth.
- Analyzed market performance data, offering actionable recommendations to optimize product offerings and enhance customer engagement.

Sports Management Positions

- **Secretary General**, Hellenic Cycling Federation, 06/2022 – Present

Key Achievements:

- **Institutional Reforms:** Spearheaded the modernization of the Federation’s internal governance by drafting and implementing a comprehensive *Regulation of Organization, Administration, and Operation* (approved and published in the Government Gazette), ensuring compliance with national legal frameworks (e.g., Presidential Decree 85/2022).
- **Human Resources and Compliance Overhaul:** Addressed long-standing structural issues, including:
 - Formalizing staff roles and classifications in alignment with national legislation.
 - Digitizing the organizational chart through the public administration platform (hr.apografi.gov.gr).
 - Streamlining staff verification processes to enhance transparency and accountability.
- **Audit Response and Improvements:** Successfully managed external audits initiated by government agencies, addressing historical deficiencies in governance and regulatory compliance. The audits validated corrective actions already underway, reinforcing the Federation’s credibility.
- **Staffing and Inclusion:** Secured government approval for the creation of new permanent staff positions, including quotas for individuals with disabilities, promoting diversity and inclusivity.
- **Strategic Workforce Planning:** Introduced a robust annual recruitment plan, aligning organizational needs with future objectives and legislative mandates.
- **Enhanced Operational Efficiency:** Implemented accurate classification of salaries, staff credentials, and administrative workflows to align with modern public sector standards.

These efforts not only rectified decades of systemic inefficiencies but also established a solid foundation for sustainable growth, setting the HCF as a benchmark for governance and compliance within the Greek sports community.

- **Vice President of the Technical Committee**, Hellenic Cycling Federation, 09/2021 – 06/2022
- **BoD member**, Hellenic Cycling Federation, 03/2021 – Present
- **President**, Panerythraikos Athletic Club (Basketball, Volleyball, Cycling), 06/2021 – Present
 - Lead the strategic direction and operational management of a historic multisport club established in 1931, overseeing its Basketball (Elite League Men’s), Volleyball (Pre-League Men’s), and Cycling divisions.
 - Drive organizational growth, financial sustainability, and athletic development through effective governance, sponsorship initiatives, and community engagement.
 - Foster relationships with national sports federations, local authorities, and key stakeholders to enhance the club’s competitive standing and long-term success.
 - Support athlete development programs, ensuring access to high-quality training, facilities, and resources for teams and individual competitors.
 - Represent the club in official events, reinforcing its legacy and commitment to excellence in Greek sports.

Education

- **Master’s degree in Sports Management**, Hellenic Open University, Greece. Grade: Excellent
- **Master’s degree in European Economy and Politics**, National & Kapodistrian University of Athens, Greece
- **University Degree in Business Administration**. Graduated first in class “Summa cum laude”, University of Piraeus, Greece

Professional Certification

Chartered Economist, License no: 9902066241. **Issuer:** Economic Chamber of Greece

About

Municipality of Lokroi

Lokroi is a municipality in the Region of Fthiotida part of the Greater Central Greece Region. It was established in 2011 following the implementation of the Kallikratis Program that reformed local administrations, by merging the former municipalities of Atalanti, Dafnousia, Malesina and Opountia. The new municipal unit has an area of 614.761 km² and 17,788 inhabitants (Census 2021).

ADMIE Holding

ADMIE Holding SA is a listed entity on the Athens Stock Exchange <ADM:AT, ADMIE:GA> and a component of the top 25 capitalizations index. ADMIE Holding offers exposure to growth in the Greek Electricity transmission grid IPTO (51% ownership), a regulated utility with significant growth opportunities from investments in new transmission lines. IPTO has set up a 100% owned subsidiary GRID Telecom which focus on the development of the Greek fibre optic network, and ARIADNE INTERCONNECTION, which is responsible for connecting the mainland with Crete (c €1b project)

Deutsche Telekom Group, CosmOTE, OTE Group of Companies

Deutsche Telekom is a German telecom group and the majority shareholder of OTE Hellenic Telecom. OTE Group offers the full range of telecommunications services: from fixed-line and mobile telephony, broadband services, to pay television and integrated ICT solutions.

OTE Hellenic Telecom is a company listed on the Athens Stock Exchange <OTE:GR, HTO:GA> and a component of the large capitalization indices.

Rilken SA Cosmetic Industry

Rilken was a listed entity on the Athens Stock Exchange until the majority was acquired by Henkel