

## ***Curriculum Vitae***

### ***Solonas Matsias***

Solonas Matsias is the Director Operations and Chief Cost Officer at the Bank of Cyprus.

He had joined ex Laiki Bank in 1992. Previously, he had served as Business Consultants Manager (2005), Group Director Organisation (2010) and Restructuring Services Manager (2013) where he led a number of projects, internal studies and the reengineering of the Bank's operating models (both for Cyprus and abroad). From February 2014 until August 2019, Solonas served as Human Resources Director of the Bank of Cyprus and was responsible for developing and implementing an HR strategy in line with the strategy, vision and mission of the Bank.

He has extensive and hands-on experience in project management, productivity improvement, optimisation of internal processes and cost reduction initiatives, preparation and implementation of restructuring plans for financial institutions and HR strategies.

Solonas Matsias holds a BSc and an MSc in Engineering, both from the University of Texas (Austin, USA).

### ***Charis Pistos***

Harris Pistos is the International Banking Director at the Bank of Cyprus and has under his supervision the IBUs, a specifically designed network of units specialised in servicing the Bank's international clients in Cyprus, and the Representative Offices.

He joined the Bank of Cyprus in 1992 as Management Trainee and, from April 1995 until May 2003, he worked as Marketing Manager of the Card Centre. From May 2003 until December 2007, he served as Card Centre Manager before serving as Manager of IBUs Nicosia, where he worked until March 2014. He then served as International Banking Network Manager until August 2019.

Harris Pistos holds a B.Eng in Mechanical Engineering from the University of Manchester Institute of Science and Technology (UMIST), UK and an MBA in Marketing Management from City Business School, London, UK.