EFG EUROBANK ERGASIAS S.A.

CONDENSED INTERIM FINANCIAL STATEMENTS

FOR THE THREE MONTHS ENDED

31 MARCH 2010

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Company Registration No: 6068/06/B/86/07

Index to the Condensed Interim Financial Statements

	Note	Three months ended 31 March 2010 € million	2009 € million
Net interest income		**367**	274
Net banking fee and commission income		**60**	44
Income from non banking services		**1**	1
Dividend income		**14**	13
Net trading income		**11**	10
Gains less losses from investment securities		**13**	3
Other operating income		**0**	0
Operating income		**466**	345
Operating expenses		**(217)**	(216)
Profit from operations before impairment losses on loans and advances		**249**	129
Impairment losses on loans and advances	6	**(261)**	(177)
Profit/(loss) before tax		**(12)**	(48)
Income tax	5	**(10)**	13
Net profit/(loss) for the period attributable to shareholders*		**(22)**	(35)
*** Comparable profit for the period excluding:**			
- Special tax contribution	5	**24**	-
Net profit/(loss) excluding special tax contribution		**2**	(35)

Notes on pages 8 to 12 form an integral part of these condensed interim financial statements

	Note	31 March 2010 € million	31 December 2009 € million
ASSETS			
Cash and balances with central bank		**1,506**	1,731
Loans and advances to banks		**42,886**	39,828
Financial instruments at fair value through profit or loss		**1,517**	1,842
Derivative financial instruments		**1,600**	1,460
Loans and advances to customers		**43,046**	42,015
Investment securities	7	**9,815**	8,702
Shares in subsidiary undertakings		**2,897**	2,895
Investments in associated undertakings		**32**	32
Intangible assets		**100**	100
Property, plant and equipment		**376**	380
Other assets		**1,015**	871
Total assets		**104,790**	99,856
LIABILITIES			
Due to other banks		**13,880**	13,398
Repurchase agreements with banks		**22,883**	17,206
Derivative financial instruments		**2,478**	2,151
Due to customers		**43,745**	45,807
Debt issued and other borrowed funds	9	**15,603**	15,299
Other liabilities		**820**	509
Total liabilities		**99,409**	94,370
EQUITY			
Ordinary share capital	10	**1,481**	1,481
Share premium	10	**1,450**	1,450
Other reserves		**699**	814
Ordinary shareholders' equity		**3,630**	3,745
Preference shares	11	**950**	950
Hybrid capital	12	**801**	791
Total		**5,381**	5,486
Total equity and liabilities		**104,790**	99,856

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Interim Statement of Comprehensive Income

	Three months ended 31 March			
	2010 € million		2009 € million	
Profit/(loss) for the period		**(22)**		(35)
Other comprehensive income:				
Cash flow hedges				
-net changes in fair value, net of tax	**(34)**		(3)	
-transfer to net profit, net of tax	**3**	**(31)**	2	(1)
Available for sale securities				
-net changes in fair value, net of tax	**(24)**		(66)	
-transfer to net profit, net of tax	**(18)**	**(42)**	1	(65)
Foreign currency translation				
-net changes in fair value, net of tax	**(6)**		5	
-transfer to net profit, net of tax	**-**	**(6)**	-	5
Other comprehensive income for the period		**(79)**		(61)
Total comprehensive income for the period		**(101)**		(96)

Notes on pages 8 to 12 form an integral part of these condensed interim financial statements

Interim Statement of Changes in Equity
for the three months ended 31 March 2010

	Attributable to ordinary shareholders of the Bank							
	Ordinary Share capital € million	Share premium € million	Special reserves € million	Retained earnings € million	Total € million	Preference shares € million	Hybrid capital € million	Total € million
Balance at 1 January 2009	1,379	1,110	580	121	3,190	-	705	3,895
Other comprehensive income for the period	-	-	(61)	-	(61)	-	-	(61)
Profit/(loss) for the period	-	-	-	(35)	(35)	-	-	(35)
Total comprehensive income for the three months ended 31 March 2009	-	-	(61)	(35)	(96)	-	-	(96)
Purchase of hybrid capital	-	-	-	141	141	-	(193)	(52)
Hybrid capital's dividend paid	-	-	-	(11)	(11)	-	-	(11)
Share-based payments:								
- Value of employee services	-	-	3	-	3	-	-	3
Purchase of treasury shares	(1)	0	-	-	(1)	-	-	(1)
	(1)	0	3	130	132	-	(193)	(61)
Balance at 31 March 2009	1,378	1,110	522	216	3,226	-	512	3,738
Balance at 1 January 2010	**1,481**	**1,450**	**762**	**52**	**3,745**	**950**	**791**	**5,486**
Other comprehensive income for the period	-	-	(79)	-	(79)	-	-	**(79)**
Profit/(loss) for the period	-	-	-	(22)	(22)	-	-	**(22)**
Total comprehensive income for the three months ended 31 March 2010	**-**	**-**	**(79)**	**(22)**	**(101)**	**-**	**-**	**(101)**
Purchase/sale of hybrid capital	-	-	-	(1)	(1)	-	10	**9**
Hybrid capital's dividend paid	-	-	-	(14)	(14)	-	-	**(14)**
Share-based payments:								
- Value of employee services	-	-	2	-	2	-	-	**2**
Sale of treasury shares, net of tax and related expenses	-	-	-	(1)	(1)	-	-	**(1)**
	-	**-**	**2**	**(16)**	**(14)**	**-**	**10**	**(4)**
Balance at 31 March 2010	**1,481**	**1,450**	**685**	**14**	**3,630**	**950**	**801**	**5,381**
	Note 10	Note 10				Note 11	Note 12	

Notes on pages 8 to 12 form an integral part of these condensed interim financial statements

Interim Cash Flow Statement
for the three months ended 31 March 2010

	Note	Three months ended 31 March 2010 € million	2009 € million
Cash flows from operating activities			
Interest received and net trading receipts		**604**	963
Interest paid		**(387)**	(721)
Fees and commissions received		**81**	75
Fees and commissions paid		**(16)**	(24)
Other income received		**12**	13
Cash payments to employees and suppliers		**(179)**	(159)
Cash flows from operating profits before changes in operating assets and liabilities		**115**	147
Changes in operating assets and liabilities			
Net (increase)/decrease in cash and balances with central bank		**(205)**	(207)
Net (increase)/decrease in financial instruments at fair value through profit or loss		**340**	(512)
Net (increase)/decrease in loans and advances to banks		**(322)**	(3,674)
Net (increase)/decrease in loans and advances to customers		**(1,131)**	1,820
Net (increase)/decrease in derivative financial instruments		**88**	(206)
Net (increase)/decrease in other assets		**(94)**	(24)
Net increase/(decrease) in due to other banks and repurchase agreements		**6,113**	6,251
Net increase/(decrease) in due to customers		**(2,101)**	554
Net increase/(decrease) in other liabilities		**195**	92
Net cash from/(used in) operating activities		**2,998**	4,241
Cash flows from investing activities			
Purchases of property, plant and equipment and intangible assets		**(2)**	(23)
Proceeds from sale of property, plant and equipment and intangible assets		**0**	1
Purchases of investment securities		**(1,449)**	(470)
Proceeds from sale/redemption of investment securities		**429**	713
Acquisition of subsidiary undertakings and participations in capital increases		**(2)**	(344)
Dividends from investment securities, subsidiary and associated undertakings		**39**	13
Net cash from/(used in) investing activities		**(985)**	(110)
Cash flows from financing activities			
Proceeds from debt issued other borrowed funds	9	**505**	3,840
Repayments of debt issued and other borrowed funds	9	**(205)**	(260)
Purchases of hybrid capital		**(37)**	(52)
Proceeds from sale of hybrid capital		**47**	-
Hybrid capital's dividend paid		**(14)**	(11)
Purchases of treasury shares		**-**	(1)
Net cash from/(used in) financing activities		**296**	3,516
Effect of exchange rate changes on cash and cash equivalents		**13**	(31)
Net increase/(decrease) in cash and cash equivalents		**2,322**	7,616
Cash and cash equivalents at beginning of period		**26,312**	23,849
Cash and cash equivalents at end of period		**28,634**	31,465

Notes on pages 8 to 12 form an integral part of these condensed interim financial statements

1. General information

EFG Eurobank Ergasias S.A. (the “Bank”) is active in retail, corporate and private banking, asset management, treasury, capital markets and other services. The Bank is incorporated in Greece and its shares are listed on the Athens Stock Exchange. The Bank operates mainly in Greece and in Central, Eastern and Southeastern Europe (New Europe).

These condensed interim financial statements were approved by the Board of Directors on 26 May 2010.

2. Basis of preparation of condensed interim financial statements

These condensed interim financial statements have been prepared in accordance with International Accounting Standard (IAS) 34 "Interim Financial Reporting" and they should be read in conjunction with the Bank's published annual financial statements for the year ended 31 December 2009. Where necessary, comparative figures have been adjusted to conform with changes in presentation in the current period. Except as indicated, financial information presented in euro has been rounded to the nearest million.

These condensed interim financial statements are the separate statements of the Bank prepared in accordance with the requirements of Capital Market Commission. The Bank prepares also consolidated financial statements which include the financial statements of the Bank and its subsidiaries.

3. Principal accounting policies

The accounting policies and methods of computation in these condensed interim financial statements are consistent with those in the published annual financial statements for the year ended 31 December 2009.

The following amendments to standards and interpretations are effective from 1 January 2010, but currently, they do not have a significant effect to the Bank's financial statements:

- IAS 27, Revised - Consolidated and Separate Financial Statements
- IAS 39, Amendment - Eligible Hedged Items
- IFRS 2, Amendments - Group Cash settled Share based payment transactions
- IFRIC 15, Agreements for the Construction of Real Estate
- IFRIC 16, Hedges of a Net Investment in a Foreign Operation
- IFRIC 17, Distributions of Non-cash Assets to Owners
- Amendments to various Standards that form part of IASB's 2009 Annual Improvement Project

4. Critical accounting estimates and judgements in applying accounting policies

In preparing these condensed interim financial statements, the significant judgements made by Management in applying the Bank's accounting policies and the key sources of estimation uncertainty were the same as those applied to the published annual financial statements for the year ended 31 December 2009.

5. Income tax

As of January 2010 the nominal Greek corporate tax rate is 24% for non-distributed profits and 40% for distributed profits.

Income tax expense includes the amount of € 24 million being a special tax contribution imposed by Law 3845/May 2010 on legal entities' net revenues of 2009. The amount is payable in January 2011.

6. Provision for impairment losses on loans and advances to customers

	Total € million
At 1 January 2010	1,317
Impairment losses on loans and advances charged in the period	261
Amounts recovered during the period	7
Loans written off during the period as uncollectible	(156)
Foreign exchange differences and other movements	(8)
At 31 March 2010	**1,421**

7. Investment securities

	31 March 2010 € million	31 December 2009 € million
Available-for-sale investment securities	**3,962**	2,857
Debt securities lending portfolio	**3,474**	3,417
Held-to-maturity investment securities	**2,379**	2,428
	9,815	8,702

In 2008 and in accordance with the amendments to IAS 39, the Bank reclassified eligible debt securities from the "Available-for-sale" portfolio to "Debt Securities Lending" portfolio carried at amortized cost. Interest on the reclassified securities continued to be recognized in interest income using the effective interest rate method. If the financial assets had not been reclassified, changes in the fair value for the period from the reclassification dates until 31 December 2009 would have resulted in € 418 million losses net of tax, which would have been recognized in the available-for-sale revaluation reserve. Respectively, changes in the fair value for the period ended 31 March 2010 would have resulted in € 64 million losses net of tax, which would have been recognized in the available-for-sale revaluation reserve.

Post Balance sheet event
In April 2010 and in accordance with IAS 39, the Bank reclassified bonds listed on non-active markets from the “Available-For-Sale” portfolio to “Debt Securities Lending” portfolio.

8. Shares in subsidiary undertakings

EFG Eurobank Finance S.A., Romania
During the period, the Bank decreased its participation in EFG Eurobank Finance S.A. from 100% to 37.20%.

9. Debt issued and other borrowed funds

During the three months ended 31 March 2010, the following new issues and repayments/repurchases of debt issued and other borrowed funds took place:

	New issues € million	Repayments/ Repurchases € million
Short-term debt		
Other short-term notes		
- fixed rate	5	(57)
Long-term debt		
Securitised		
- floating rate	-	(148)
Covered bond		
- floating rate	500	-
Total	**505**	**(205)**

On 8 March 2010, the Bank issued the € 500 million floating rate Series 1 covered bonds under the € 5 billion Global Covered Bond Program established on 4 March 2010. The covered bonds mature on 20 April 2011, which can be extended by 1 year. The cover pool for this covered bond program consists of euro denominated performing Greek residential mortgage loans.

Financial disclosures required by the Act 2620/28.08.2009 of the Bank of Greece in relation to the covered bonds issued, are available at the Bank's website.

Post Balance Sheet events

On 26 April 2010, the Bank issued the € 650 million floating rate Series 1 covered bonds under the € 3 billion Global Covered Bond Program established on 9 April 2010. The covered bonds have a maturity of 1 year, which can be extended by 1 year. On 10 May 2010, the Bank issued the € 650 million floating rate Series 2 covered bonds under this same € 3 billion Global Covered Bond Program. The covered bonds have a maturity of 1 year, which can be extended by 1 year. The cover pool for this covered bond program consists mostly of swiss franc denominated performing Greek residential mortgage loans.

In April and May 2010, the Bank issued € 3,950 million of bonds under the second stream of the Greek Economy Liquidity Support Program (see note 15).

10. Ordinary share capital, share premium and treasury shares

The par value of the Bank's shares is € 2.75 per share. All shares are fully paid.

	Ordinary share capital € million	Treasury shares € million	Net € million	Share premium € million	Treasury shares € million	Net € million
	1,481	-	1,481	1,450	-	1,450
At 31 March 2010	**1,481**	**-**	**1,481**	**1,450**	**-**	**1,450**

	Number of shares		
	Issued ordinary shares	Treasury shares under special scheme	Net
	538,594,955	-	538,594,955
At 31 March 2010	**538,594,955**	**-**	**538,594,955**

In June 2009, the Annual General Meeting approved the issue within certain parameters, the terms and timing of which are at the Board of Directors discretion, either in lump sum or gradually in tranches, of a callable bond of up to € 500 million, convertible to ordinary shares of the Bank (see note 12, series D and E).

Treasury shares under special scheme

As resolved by the Annual General Meeting in April 2008, the Bank established a special scheme, for the acquisition of up to 5% of the Bank's shares under Article 16 of Company Law, to optimise on a medium and long term basis the Bank's equity, profits per share, dividends per share and capital adequacy ratios, as well as for use in a possible acquisition. According to the Law 3756/2009, banks participating in the Government's Greek Economy Liquidity Support Program are not allowed to acquire treasury shares under Article 16 of the Company Law. The program expired in April 2010.

11. Preference shares

	Preference Shares	
	Number of shares	Par Value € million
	345,500,000	950
At 31 March 2010	**345,500,000**	**950**

On 12 January 2009 the Extraordinary General Meeting of the Bank approved the issue of 345,500,000 non-voting, non-listed, non-transferable, tax deductible, non-cumulative 10% preference shares, with nominal value € 2.75 each, under Law 3723/2008 "Greek Economy Liquidity Support Program", to be fully subscribed to and paid by the Greek State with bonds of equivalent value. The proceeds of the issue total € 940 million, net of expenses, and the transaction was completed on 21 May 2009. In accordance with the current legal and regulatory framework, the issued shares have been classified as Tier 1 capital.

The preference shares pay a non-cumulative coupon of 10%, subject to meeting minimum capital adequacy requirements, set by Bank of Greece, availability of distributable reserves in accordance with article 44a of Company Law 2190/1920 and the approval of the Annual General Meeting. According to article 39 of Law 3844/2010, five years after the issue of the preference shares or earlier subject to the approval of the Bank of Greece, the Bank may redeem the preference shares at their nominal value. In case of non redemption at the expiration of the five year period, the coupon is increased by 2% each year by decision of the Ministry of Finance following a relevant proposal by the Bank of Greece.

As at 31 March 2010, the dividend attributable to preference shares amounted to € 82 million, out of which € 23 million refers to the period ended 31 March 2010 (31 March 2009: € nil).

12. Hybrid capital

The movement of hybrid capital issued by the Bank through its Special Purpose Entity, EFG Hellas Funding Limited, is as follows:

	Series A € million	Series B € million	Series C € million	Series D € million	Series E € million	Total € million
At 1 January 2010	94	176	173	292	56	791
Purchase of hybrid capital	(0)	(1)	(0)	(33)	(3)	(37)
Sale of hybrid capital	1	3	2	34	7	47
At 31 March 2010	**95**	**178**	**175**	**293**	**60**	**801**

The rate of hybrid capital for the Tier 1 Issue series A has been determined to 3.48% for the period March 18, 2010 to March 17, 2011.

As at 31 March 2010, the dividend attributable to hybrid capital holders amounted to € 13 million (31 March 2009: € 8 million).

13. Contingent liabilities and capital expenditure commitments

As at 31 March 2010 the Bank's contingent liabilities in terms of guarantees and standby letters of credit amounted to € 15,710 million (31 December 2009: 16,758 million) and the Bank's documentary credits amounted to € 25 million (31 December 2009: € 32 million).

The Bank's capital commitments in terms of property, plant and equipment amounted to € 2 million (31 December 2009: € 6 million).

14. Post balance sheet events

Details of significant post balance sheet events are provided in the following notes:

Note 7 - Investment securities
Note 9 - Debt issued and other borrowed funds
Note 15 - Greek Economy Liquidity Support Program-Macroeconomic outlook

15. Greek Economy Liquidity Support Program - Macroeconomic outlook

The Bank participates in all three streams of the Greek Government's plan to support liquidity in the Greek economy under Law 3723/2008, as extended by Law 3844/April 2010 and Law 3845/May 2010, as follows:

(a) First stream - preference shares
345,500,000 non-voting preference shares with nominal value of € 950 million were subscribed to by the Hellenic Republic on 21 May 2009 (see note 11).

(b) Second stream - bonds guaranteed by the Hellenic Republic
In April and May 2010, € 3,950 million of bonds were issued (see note 9).

According to Law 3845/2010, enacted on 6 May 2010, the total amount of bonds guaranteed by the Hellenic Republic that Greek banks may issue, was increased by € 15 billion. This amount has not yet been allocated to individual banks.

15. Greek Economy Liquidity Support Program - Macroeconomic outlook (continued)

(c) Third stream - lending of Greek Government bonds
Liquidity obtained under this stream must be used to fund mortgages and loans to small and medium-size enterprises. As at 31 March 2010, the Bank had borrowed special Greek Government bonds of € 1,025 million. In April 2010, the Bank borrowed additional special Greek Government bonds of € 712 million.

According to the above law, for the period the Bank participates in the program through the preference shares or the guaranteed bonds (streams (a) and (b) above), the Government is entitled to appoint its representative to the Board of Directors, veto dividend distributions and restrict management remuneration.

In addition, according to Law 3756/2009, as extended by article 39 of Law 3844/2010, banks participating in the Greek Economy Liquidity Support Program are not allowed to declare a cash dividend to their ordinary shareholders for 2008 and 2009 and are not allowed to acquire treasury shares under Article 16 of Company Law.

Macroeconomic outlook

The last seven months have brought to the fore the substantial fiscal and structural issues which the Greek Government needs to address, namely the large Public deficit and General Government debt and the reduced competitiveness of the Greek Economy, further burdened by Greek sovereign spreads which are significantly wider than other Euro-zone member states. The Greek Government has announced and is implementing a series of austerity measures to reduce the budget deficit at below 3% until the end of 2014, through structural reforms, curbed public spending and increased taxation. At the same time, it has entered into a joint agreement with the European Union (EU) and the International Monetary Fund (IMF) to receive a joint EU/IMF support package of € 110 billion over the next three years, which allows the Greek Government to implement its fiscal adjustment plan without the need to resort to market financing over that period. The package became operational in May 2010 and the European Union has reaffirmed its strong support to the reform programme of the Greek government.

Furthermore, the European Union decided to set up a European Financial Stabilization Mechanism (with IMF participation) to offer, if required, financial support to Euro-zone Member States. The support can reach € 750 billion and safeguards the stability of all the Euro-zone Member States. In addition, the European Central Bank (ECB) has authorised the purchase of sovereign and corporate debt directly from the markets in order to ensure depth and liquidity in the Euro-zone public and private debt securities markets.

16. Related party transactions

The Bank is a member of the worldwide EFG Group, which consists of credit institutions, financial services and financial holding companies. The operating parent company of the EFG Group is European Financial Group EFG (Luxembourg) S.A., whilst its ultimate parent company is Private Financial Holdings Limited (PFH), which is owned and controlled indirectly by members of the Latsis family. As at 31 March 2010, the EFG Group held 44.3% of the ordinary shares and voting rights of the Bank through wholly owned subsidiaries of the ultimate parent company, the remaining ordinary shares and voting rights being held by institutional and retail investors, none of which, to the knowledge of the Bank, holds 5% or more.

The Bank's annual consolidated financial statements are fully consolidated in the annual consolidated financial statements of European Financial Group EFG (Luxembourg) S.A., which does not prepare interim financial statements.

A number of banking transactions are entered into with related parties in the normal course of business and are conducted on an arm's length basis. These include loans, deposits, guarantees and derivatives. In addition, as part of its normal course of business in investment banking activities, the Bank at times may hold positions in debt and equity instruments of related parties. The volume of related party transactions and outstanding balances at the period/year-end are as follows:

	31 March 2010			
	Subsidiaries € million	EFG Group € million	Key management personnel € million	Other € million
Loans and advances to banks	37,590	0	-	-
Financial instruments at fair value through profit or loss	1,275	-	-	-
Investments Securities	1,168	84	-	13
Derivative financial instruments assets	303	-	-	-
Loans and advances to customers	990	15	11	85
Other assets	75	-	-	-
Due to other banks	14,245	53	-	-
Derivative financial instruments liabilities	60	-	-	-
Due to customers	10,532	17	50	108
Debt issued and other borrowed funds	13,520	-	-	-
Other liabilities	23	1	-	-
Guarantees issued	16,684	271	1	0
Guarantees received	-	271	8	-
	three months ended 31 March 2010			
Net interest income/(expense)	(30)	(0)	(0)	(0)
Net banking fee and commission income/(expense)	2	(0)	-	-
Dividend income	14	-	-	-
Other operating income/(expense)	(6)	(1)	-	-
Impairment losses on loans and advances to customers	(6)	-	-	-

16. Related party transactions (continued)

	31 December 2009			
	Subsidiaries	EFG Group	Key management personnel	Other
	€ million	€ million	€ million	€ million
Loans and advances to banks	35,544	-	-	-
Financial instruments at fair value through profit or loss	1,478	2	-	-
Investments Securities	-	83	-	19
Derivative financial instruments assets	292	-	-	-
Loans and advances to customers	799	6	11	35
Other assets	42	-	-	-
Due to other banks	12,163	51	-	-
Derivative financial instruments liabilities	51	-	-	-
Due to customers	9,945	19	56	128
Debt issued and other borrowed funds	13,087	(0)	-	-
Other liabilities	23	3	-	-
Guarantees issued	11,712	271	1	1
Guarantees received	-	271	10	-
	three months ended 31 March 2009			
Net interest income/(expense)	(45)	0	0	0
Net banking fee and commission income/(expense)	(3)	0	-	0
Dividend income	12	-	-	-
Other operating income/(expense)	(5)	0	-	-
Impairment losses on loans and advances to customers	(5)	-	-	-

In relation to the letters of guarantee issued to the Bank's subsidiaries, the Bank had received cash collateral of € 9,052 million as at 31 March 2010 (31 December 2009: € 7,733 million), which is included in due to customers above.

Key management compensation (including directors)

Key management personnel includes directors and key management personnel of the Bank and its parent, and their close family members.

No provisions have been recognised in respect of loans given to related parties (2009: Nil)

Key management personnel are entitled to compensation in the form of short-term employee benefits € 1.6 million (31 March 2009: € 1.6 million), and long-term employee benefits € 0.6 million out of which € 0.5 million are share-based payments (31 March 2009: € 0.8 million and € 0.7 million respectively).

17. Dividends

Final dividends are not accounted for until they have been ratified by the Annual General Meeting.

According to Law 3756/2009, as extended by article 39 of Law 3844/2010, banks participating in the Greek Economy Liquidity Support Program are not allowed to declare a cash dividend to their ordinary shareholders for 2008 and 2009.

Athens, 26 May 2010

Xenophon C. Nickitas	**Nicholas C. Nanopoulos**	**Paula N. Hadjisotiriou**	**Harris V. Kokologiannis**
I.D. No Θ - 914611	I.D. No AE - 586794	I.D. No T - 005040	I.D. No AH - 609305
CHAIRMAN OF THE BOARD OF DIRECTORS	CHIEF EXECUTIVE OFFICER	CHIEF FINANCIAL OFFICER	HEAD OF GROUP FINANCE & CONTROL