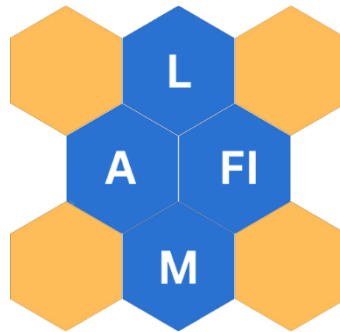# FAME 2025
AI in Finance, Accounting, Management and Energy
19-20 September 2025

Laboratory of Accounting and Financial Management (LAFIM)

Hellenic Mediterranean University

Venue: Markos Karanastasis Sports Center, Lecture Theater, HMU, Heraklion, Crete, Greece

Welcome

Dear Colleagues,

It is with great pleasure that I welcome you all to the **FAME 2025** Conference which is dedicated to exploring the transformative impact of **Artificial Intelligence (AI) in Finance, Accounting, Management and Energy (FAME)**.

We find ourselves at a crucial crossroads, where long-standing practices are evolving in response to rapid technological advancements. We are here at a pivotal moment, where conventional methods in accounting and finance are being redefined by emerging technologies. Traditional practices in finance and accounting are being reshaped by intelligent technologies. From real-time data analysis to forecasting, risk assessment to fraud detection, AI is our present reality. As researchers, professionals and innovators, it is our responsibility to leverage this technology with wisdom and integrity.

FAME 2025 conference aims to bring together academics, practitioners, and tech innovators to share knowledge, insights, and practical strategies. Today and tomorrow, we will explore not only the capabilities of AI but also its limitations as well as the skills the next generation of researchers and professionals must develop.

We are honored to have distinguished speakers and participants who bring a wealth of experience and perspective. Our conference program includes 43 papers and 1 workshop; the program highlights the depth and diversity of modern FAME research, featuring sessions on accounting, finance, ESG, tourism, energy, AI and risk management strategies. We are honored to host three distinguished keynote speakers: Professor Panos Pardalos (University of Florida), Professor Xenophon Koufteros (Texas A&M University) and Professor Pantelis Sklias (Rector, Neapolis University Pafos). I would also like to extend my heartfelt thanks to guest speakers that contributed to this Conference: G. Pitsilis (Independent Authority for Public Revenue), V. Karkatzounis (Special Secretary for AI and Data Governance), Dr. I. Pavlosoglou (National Authority of Cybersecurity) and Dr. V. Charmandaris (FORTH).

I encourage each of you to participate actively—ask questions, network, and challenge ideas. We are here in an environment that fosters meaningful dialogue, corporation and growth.

On behalf of the organizing committee, I sincerely thank our partners (MSc in Data Analytics & Financial Technology), sponsors (NUP, Region of Crete, Grant Thornton, Deloitte, Foroepilisis-Accounting Consulting SA, Publications Tziola, DISIGMA, Kritiki, Propobos), and volunteers who made this event possible. We extend our sincere thanks to the Hellenic Mediterranean University (HMU) for its warm hospitality and to LAFIM of the Department of Accounting and Finance (HMU) for ongoing support and commitment to academic excellence.

Once again, welcome—and let's make this conference a milestone in shaping the future of finance, accounting, management and energy with AI. Thank you.

Professor Christos Floros (HMU)
Chair, FAME 2025

Co-Chairs, C. Zopounidis (TUC), K. Spanaki (Audencia), C. Lemonakis (HMU)

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FRIDAY, 19 SEPT. 2025

09:00-09:30   **Registration**

09:30-11:00   **Opening ceremony**

Special Session 1

Georgios Pitsilis, Governor, Independent Authority for Public Revenue, Greece.

Vasilis Karkatzounis, Special Secretary for AI and Data Governance, Greece.

Dr. I. Pavlosoglou, National Authority of Cybersecurity, Greece, *AI-RMM = Artificial Intelligence Resilience Maturity Model*.

Dr. A. Staveris, toolsoftech.eu, *AI as a Catalyst and a Risk*.

11:00-13:00   **Keynote speeches 1 & 2**

Professor Panos M. Pardalos, University of Florida, *Artificial Intelligence for Economics and Finance.*

Professor Xenophon Koufteros, Texas A&M University, *Artificial Intelligence Risks, Benefits & Ethics.*

13:00-14:00   **Lunch Break**

14:00-15:30   **Session 1 - ACCOUNTING**

15:30-17:00   **Session 2 – ESG**

17:00-18:30   **Session 3 – AI 1**
18:30-19:00   **Workshop**

19:00   **Museum Visit**
21:00   **Gala Dinner, Arolithos Traditional Cretan Village**

SATURDAY, 20 SEPT. 2025

09:00-10:30   **Session 4 - FINANCE**

10:30-12:00   **Session 5 – AI 2**

12:00-14:00   **Keynote speech 3**

Professor Pantelis Sklias, Rector, Neapolis University Pafos, *Challenges and Perspectives in Higher Education and Universities: from AI to extroversion and sustainability.*

Special Session 2

Professor Vassilis Charmandaris, President, Foundation for Research & Technology, Greece.

AI Applications in Finance & Accounting (Grant Thornton, PKF, Deloitte);

Progress and challenges of MyData in Greece (Foroepilisis).

14:00-15:00   **Lunch Break**

15:00-16:30   **Session 6 – RISK**

16:30-18:00   **Session 7 – ENERGY & TOURISM**
18:00   **Closing**

	International Conference on AI in Finance, Accounting, Management and Energy (FAME) - FRIDAY 19 SEPT. 2025		
	Session 1, 2-3:30pm	**Chair: Em. Mamatzakis (HMU)**	
	Title of Paper	**Authors**	**Session**
1	Managerial competence and CEO over-payment: a novel Bayesian modelling approach	Emmanuel Mamatzakis	ACC
2	Forward-Looking Information and Timeliness in Earnings Conference Calls	Kyriaki Kosmidou, Dimitrios Kousenidis, Anestis Ladas, Christos Negkakis, Ioannis Negkakis	ACC
3	Tax evasion: The role of tricksters in folklore	Chrysovalantis Gaganis, Fotios Pasiouras, Menelaos Tasiou, Eleftherios Vlamakis	ACC
4	Comparability of Earnings Conference Calls: A Machine Learning Approach	Anestis C. Ladas, Anastasios D. Moutsiounas, Christos I. Negkakis, Ioannis C. Negkakis, Panagiotis D. Tachinakis	ACC
5	Analysing the Effects of Tax Avoidance and Tax Risk on the Cost of Debt Among Advanced European Countries	Grydaki Maria , Chimonaki Christianna	ACC
6	General Artificial Intelligence and Managerial Accounting	Ioanna Atsalaki, George Atsalakis, Constantin Zopounidis	ACC
	Session 2, 3:30-5pm	**Chair: D. Vortelinos (HMU)**	
	Title of Paper	**Authors**	**Session**
1	ESG Integration and Artificial Intelligence, Fintech, Blockchain: A Strategic Approach for Sustainable Business Practices	Aikaterini Petropoulou, Alexandros Garefalakis, Dimitrios Vortelinos, Ioannis Passas	ESG
2	Voluntary Reporting to Regulatory Compliance: Mapping the Evolution of ESG Research	Stavros Garefalakis, Erasmia Angelaki, Konstantinos Spinthiropoulos, Sofia Itte, Alexandros Garefalakis	ESG
3	Smart Agents for Sustainability: A Reinforcement Learning Simulation of ESG Optimization in European Finance	Konstantina Ragazou, George Sklavos, Georgia Zournatzidou, Constantin Zopounidis, Nikolaos Sariannidis	ESG
4	An Empirical Analysis of the Relationship Between Corporate Financial Performance and ESG Factors in the Airline Sector	Dimitris Zopounidis, Michalis Doumpos	ESG
5	International connectedness of sustainability: An ESG analysis	Dimitrios I. Vortelinos, Nikoleta Kostea	ESG
6	Environmental Performance and Sustainability Practices of Listed Companies: A Comparative Analysis with a Focus on Climate Commitments and Resource Efficiency	Dimitrios I. Vortelinos, Yiannis Yiannoulis, Nikolaos Sotirios Bourantas, Ioannis Passas	ESG
	Sesion 3, 5-6:30pm	**Chair: C. Lemonakis (HMU)**	
	Title of Paper	**Authors**	**Session**
1	Artificial Intelligence in Financial Reporting: A Systematic Literature Review of Accuracy, Mechanisms and Trends	Spyridon D. Lampropoulos, Georgios L. Thanasas, Christos Lemonakis	AI 1
2	Data Governance : Dystopia or Utopia ?	Anastasios Fountis, Sabina Kohlmann, Christos Lemonakis	AI 1
3	AI-Enabled Dashboards for ESG Risk Prioritization, Reporting, and Resilience: From Manual Tools to Automated Governance in Critical Utilities	Aggeliki Kostaki	AI 1
4	Evaluating the impact of ESG controversies toward whistleblowing performance of the financial sector: application of the entropy weight and TOPSIS methods	Georgia Zournatzidou, Christos Floros, George Sklavos	AI 1
5	Exploring the relationship between human-centric AI and firm idiosyncratic risks	Zhen-yuan Liu, Yu-ting Wang, Shivan Gupta, Mihalis Giannakis	AI 1
6	AI Shaping Sustainable Urban Futures	Sabina Kohlmann, Anastasios Fountis	AI 1
	Workshop, 6:30-7pm	**Chair: K. Spanaki (Audencia)**	
	Redesigning Education for Ethical Digitalization	K. Spanaki, Audencia Business School	

International Conference on AI in Finance, Accounting, Management and Energy (FAME) - SATURDAY 20 SEPT. 2025

	Session 4, 9-10:30am	Chair: I. Chatziantoniou (HMU)	
	Title of Paper	**Authors**	**Session**
1	Quantile dependencies across US sectoral stock market returns and geopolitical risk categories	Ioannis Chatziantoniou, David Gabauer, Alexis Stenfors	FIN
2	Market Reactions to Domestic and International Concern in Wartime: A Google Trends Study of Israeli Assets	Evangelos Vasileiou, Elroi Hadad	FIN
3	Boardroom gender heterogeneity and performance of family and non-family companies: The moderating role of CEO duality	Evangelos G. Varouchas, Stavros E. Arvanitis, George M. Agiomirgianakis, Christos Floros	FIN
4	Early Warning Systems in Financial Markets: GARCH and LSTM Insights from the Global Financial Crisis and COVID-19	Nikoleta Kostea, Dimitrios I. Vortelinos	FIN
5	Infusing Alternatives Investment Funds (AIF) into Investment Portfolios	Nektarios Gavrilakis, Christos Floros	FIN
6	Success Determinants in Initial DEX Offerings (IDOs): A Machine Learning Study Using Data from Decentralized Exchange (DEX) Launchpads	Panagiotis Georgitseas, Theodoros Daglis, Nikolaos Daskalakis	FIN
	Session 5, 10:30am-12pm	Chair: M.Grydaki (HMU)	
	Title of Paper	**Authors**	**Session**
1	Innovating Entrepreneurial Ecosystem Work through AI Integration	Sujith Nair, Angelos Kostis	AI 2
2	My AI vs Your AI: How HR experts shift to new ways of evaluating job applicants in the light of AI-rooted candidate homogenisation	Marina Lysikova	AI 2
3	Human–AI Entanglement in Innovation Search	Reda Hassan, Karin Wigger,Sujith Nair, Angelos Kostis	AI 2
4	Faith and Technology, AI Adoption in the Communication and Educational Foundation of the Holy Archdiocese of Crete	Gerakis Georgios, Nanakis Andreas, Malamos Athanasios, Angelis Eleftherios, Lemonakis Christos	AI 2
5	When Technology Surprises: Data Objects, Discrepant Events, and The Process of Serendipitous Learning	Angelos Kostis, Pamela Hinds, Paul Leonardi, Roni Shen	AI 2
6	Is AI Killing Sustainability ?	Anastasios Fountis, Sabina Kohlmann, Christos Lemonakis	AI 2
	Session 6, 3-4:30pm	Chair: E. Vasileiou (HMU)	
	Title of Paper	**Authors**	**Session**
1	Political uncertainty and cybersecurity risk: How competing forces shape corporate cash policy	Efstathios Magerakis, Christos Floros, Konstantinos Gkillas	RISK
2	Exploring the Trade-offs Between Environmentally-Oriented Policies and Financial Performance in U.S. Banks. Non-linear and Heterogeneous Effects	Konstantinos Kapetanakis, Christos Floros	RISK
3	Economic Uncertainty and the Greek Financial Crisis: A Comprehensive VAR Analysis	Nikolaos Filippakis, Nektarios Gavrilakis, Alexandros Garefalakis, Christos Lemonakis, Georgios Thanasas	RISK
4	Gender diversity in the Board of Directors and Corporate Performance: Evidence from Greek Listed Firms	Agathi Koulidou, Kalliopi Chatz, Georgios L. Thanasas, Efthalia Tabouratzi	RISK
5	Machine learning in realized volatility forecasting	Dimitrios I. Vortelinos, Konstantinos Gkillas, Christos Floros, Evangelos Vasileiou	RISK
6	Egypt's Banks in a FinTech/AI Decade	Karim Farag, Sabina Kohlmann, Anastasios Fountis	RISK
	Session 7, 4:30-6:00pm	Chair: C. Chimonaki (HMU)	
	Title of Paper	**Authors**	**Session**
1	Transforming Energy Billing: A Shift from Flat-Rate to Dynamic Approaches	Ioannis Oikonomidis, Athanasios Sakkas, Dimitris Zissis	ENERGY
2	On the design of solar thermal energy systems with the f-chart method	Fotis Mavromatakis	ENERGY
3	Analysing food tourism in a holistic perspective. The case of the island of Crete	Georgios Angelakis, Christos Lemonakis, Georgios Atsalakis, Constantin Zopounidis	TOUR
4	AUGMENTED SOFT LEADERSHIP MODEL. A CASE OF AUGMENTED INTELLIGENCE COMPLEMENTING SOFT SKILLS	Aikaterini Poulou, Ioannis Fyndikidis, Maria G.Vareli, Maria Argyropoulou	TOUR
5	Re-organization of applied costing systems in the hotel industry, utilizing experience gained after the end of the COVID – 19 pandemic. Lessons learned from the case of Greece	Efthalia Tabouratzi , Eleftherios Charamis, Vasilakakis Konstantinos	TOUR
6	Transfer Pricing Compliance and Regulatory Oversight	Ioannis Angelakis	ACC
7	Enhancing Procedural Content Generation with Machine Learning and User Profiling	Maria Papadaki, Athanasios Malamos	AI

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