

MINORITY SHAREHOLDERS' RIGHTS (PURSUANT TO ARTICLE 141 OF LAW 4548/2018)

1. Upon request of shareholders representing one twentieth (1/20) of the paid-up capital, the Board of Directors shall convene an extraordinary general meeting of shareholders, setting a date for the meeting, which must not exceed forty-five (45) days from the date of presentation of the request to the Chairman of the Board of Directors. The request shall include the item on the agenda. The Board of Directors shall convene the general meeting in accordance with the general provisions.

If a general meeting is not convened by the board of directors within twenty (20) days from serving the relevant request, the meeting shall be convened by the requesting shareholders at the company's expense, by a court decision, issued in the framework of the procedure for interim measures. Such decision shall specify the time and place of the meeting, as well as the agenda. The decision shall not be subject to appeal.

2. Upon request of shareholders representing one twentieth (1/20) of the paid-up capital, the Board of Directors is obliged to include additional items in the agenda of a general meeting that has already been convened, if the relevant request is received by the Board of Directors at least thirteen (13) days prior to the general meeting. The additional items shall be published or notified, under the responsibility of the board of directors, in accordance with Article 122 of Law 4548/2018, at least seven (7) days prior to the general meeting. The request for the inclusion of additional items on the agenda shall be accompanied by a justification or a draft resolution for approval at the general meeting and the revised agenda shall be published in the same manner as the previous agenda and at the same time, it shall be made available to shareholders on the company's website, together with the justification or the draft resolution submitted by the shareholders, as provided for in paragraph 4 of article 123 of Law 4548/2018. If the said items are not published, the requesting shareholders are entitled to request the postponement of the general meeting, in accordance with paragraph 5, and to proceed with the publication themselves, as provided for in the second subparagraph of this paragraph, at the company's expenses.

3. Shareholders representing one twentieth (1/20) of the paid-up capital have the right to submit draft resolutions on items included in the original or any revised agenda of the general meeting. The relevant request shall be received by the board of directors at least seven (7) days prior to the date of the general meeting and the draft resolutions shall be made available to the shareholders in accordance with the provisions of paragraph 3 of Article 123 of Law 4548/2019, at least six (6) days prior to the date of the general meeting.

4. The Board of Directors shall not be obliged to include items on the agenda or to publish or disclose these items, together with justification and draft resolutions submitted by shareholders in accordance with paragraphs 2 and 3, respectively, if their content is clearly contrary to law or ethics.

5. Upon request of a shareholder or shareholders representing one twentieth (1/20) of the paid-up capital, the chairman of the meeting shall be obliged to postpone only once the

adoption of decisions by the ordinary or extraordinary general meeting on all or certain matters, setting the date for the continuation of the meeting; such date shall be the one specified in the shareholders' request and shall not exceed twenty (20) days from the date of the postponement.

A general meeting following a postponement shall be the continuation of the previous one and shall not require the repetition of the formalities for the publication of the invitation to shareholders. New shareholders may participate in this meeting, subject to the relevant formalities. In particular, a person who is a shareholder at the beginning of the fifth day prior to the day of the initial convening of the general meeting (record date) may participate in the general meeting (initial and reconvened meeting). The aforementioned record date shall also apply in the case of an adjourned or reconvened meeting, provided that said adjourned or reconvened meeting does not exceed thirty (30) days from the record date. If this is not the case or if in the case of a reconvened general meeting a new notice is published in accordance with the provisions of Article 130 of Law 4548/2018, the person who has the shareholding status at the beginning of the third day prior to the day of the adjourned or reconvened general meeting shall participate in the general meeting. Proof of shareholder status may be provided by any legal means and in any case on the basis of information received by the company from the central securities depository.

6. Upon request of any shareholder, submitted to the company at least five (5) full days prior to the general meeting, the board of directors shall provide the general meeting with the specific information requested on the company's affairs, insofar as said information is relevant to the items on the agenda. There is no obligation to provide information where the relevant information is already available on the company's website, in particular in the form of questions and answers. In addition, upon request of shareholders representing one twentieth (1/20) of the paid-up capital, the board of directors is required to disclose to the general meeting, provided it is a regular meeting, the amounts paid within the last two years to each member of the board of directors or to the company's directors, as well as any benefit granted to such persons for any reason or under any contract between the company and them. In all the above cases the board of directors may refuse to provide the information for a sufficiently important reason stated in the minutes. Such reason may be, under these circumstances, the representation of the requesting shareholders in the board of directors, pursuant to Articles 79 or 80 of Law 4548/2018. In the cases referred to in this paragraph, the board of directors may provide a single answer to shareholder requests with the same content.

7. Upon request of shareholders representing one tenth (1/10) of the paid-up capital submitted to the company within the time limit of paragraph 6, the board of directors shall be obliged to provide the general meeting with information on the progress of the company's affairs, as well as on its assets and liabilities. The board of directors may refuse to provide such information for a sufficiently important reason, which shall be stated in the minutes. Such reason may be, under these circumstances, the representation of the requesting shareholders in the board of directors, pursuant to Articles 79 or 80 of Law 4548/2018., provided that the respective board members have received the relevant information in an adequate manner.

8. In the cases referred to in paragraphs 6 and 7 above, any dispute as to the validity or not of the reasons for the Board's refusal to provide the information shall be resolved in court by decision thereof, issued in the course of the interim measures procedure. By the same decision the court shall also order the company to provide the information refused. The decision shall not be subject to appeal.

9. Upon request of shareholders representing one twentieth (1/20) of the paid-up capital, voting on an item or items on the agenda shall be by open ballot.

10. In all cases of this Article, the requesting shareholders must prove their shareholding status and, except in the cases of the first subparagraph of paragraph 6, the number of shares they hold at the time of exercising the relevant right. Proof of shareholding may be furnished by any legal means and in any event on the basis of information received by the company from the central securities depository.

11. The Articles of Association may reduce, but not by more than half, the percentages of the paid-up capital required for the exercise of the rights, pursuant to Art.141 of Law 4548/2018.