



GROUP OF COMPANIES

Voting Results of the 73rd OTE S.A. Annual General Shareholders' Meeting of 23/06/2025

Athens, Greece - June 27, 2025 - Hellenic Telecommunications Organization S.A. (OTE S.A.), in accordance with the provisions of article 133, par. 2 of L. 4548/2018 and of the Athens Exchange Regulation, as in force, hereby releases the voting results of the 73rd Annual General Shareholders' Meeting of June 23, 2025.

AGENDA ITEMS

ITEM No 1:	Approval of the Financial Statements of OTE S.A. in accordance with the International Financial Reporting Standards for the fiscal year 2024 (1/1/2024-31/12/2024), with the relevant Reports of the Board of Directors and the Auditors and approval of the Auditor's Report.
ITEM No 2:	Submission of the Activities Report of the OTE Audit Committee for the year 2024.
ITEM No 3:	Approval, according to article 108 of Law 4548/2018, of the overall management of the Company by the Board of Directors for the fiscal year 2024 (1/1/2024-31/12/2024) and exoneration of the Auditors for the fiscal year 2024 (1/1/2024-31/12/2024), pursuant to article 117 par. 2 of the same Law.
ITEM No 4:	Appointment of an Audit Firm (i) for the statutory audit of the financial statements of OTE S.A. (separate and consolidated) and (ii) for the assurance of the reporting of the Sustainability Statement of OTE S.A. for the fiscal year 2025.
ITEM No 5:	Amendment of article 9 (Election, Composition and Term of the Board of Directors) of the Company's Articles of Incorporation.
ITEM No 6:	Approval of the revision of the Remuneration Policy for the members of the Board of Directors of OTE S.A., in accordance with article 108 of Law 4548/2018.
ITEM No 7:	Final determination of the remuneration and expenses of the members of the Board of Directors for their participation and its Committees during the fiscal year 2024 (1/1/2024-31/12/2024). - Determination of the remuneration and expenses of the members of the Board of Directors and its Committees for the fiscal year 2025 (1/1/2025-31/12/2025) by the Ordinary (Annual) General Meeting of the Shareholders which will take place within 2026 and will finally determine the remuneration and expenses of the members of the Board of Directors and its Committees for the fiscal year 2025.
ITEM No 8:	Approval of the variable remuneration for the fiscal year 2024 (1/1/2024-31/12/2024): (i) of the executive member Managing Director of OTE S.A. whose service period ended on 30.06.2024.
ITEM No 9:	Approval of profit distribution to executives of the Company.
ITEM No 10:	Remuneration Report for the members of the Board of Directors of OTE S.A. for the fiscal year 2024, according to article 108 of Law 4548/2018.
ITEM No 11:	Approval of an incentive plan linked to the Company's shares ("OTE Shares Award Plan") for the year 2025, pursuant to article 108 of Law 4548/2018.
ITEM No 12:	Approval of the Draft Demerger Plan with the spin-off of OTE S.A.'s passive mobile infrastructure business and its core assets, to be established with OTE as sole shareholder in accordance with articles 54 par.3, 57 par. 3, 59-74 and 83-87 of L.4548/2018, with Accounting Statement dated 31.12.2024 - Appointment of representative of OTE S.A. to the spin-off and establishment of the new company.
ITEM No 13:	Granting of a special permission, according to articles 97 par.3, 99 par.1, 2 and 100 par.2 of Law 4548/2018, for the 31/12/2026 of the insurance coverage of Directors & Officers of OTE S.A. and its affiliated companies, against competences, duties and powers.
ITEM No 14:	Approval of the cancellation of 8,840,446 own shares purchased by the Company under the approved own share buyback program, with the corresponding reduction of its share capital by the amount of €25,018,462.18, according to article 49 of Law 4548/2018 (Share Capital) of the Company's Articles of Incorporation.
ITEM No 15:	Approval of an Own Share Buyback Program according to article 49 of L.4548/2018.
ITEM No 16:	Publication to the Annual General Meeting of the Shareholders of the Company, according to article 97 par. 1 (b) of interest and agreements of the fiscal year 2024 which fall under article 99 of L.4548/2018 (related party transactions).
ITEM No 17:	Submission of a report of the independent members of the Board of Directors to the General Shareholders' Meeting, according to article 108 of Law 4548/2018.
ITEM No 18:	Miscellaneous announcements.

TOTAL NUMBER OF SHARES	OWN SHARES
412.693.573	10.208.862

TOTAL NUMBER OF SHARES WITH RIGHTS*
402.484.711

AGENDA ITEM	QUORUM
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MAJORITY

AGENDA ITEM	NUMBER OF VALID VOTES			VALID VOTES ON QUORUM		
	IN FAVOUR	AGAINST	ABSTAIN	IN FAVOUR	AGAINST	
1	347.301.621	140.751	68.028	99,94%	0,04%	
2	NON VOTABLE ITEM					
3	346.955.979	88.474	465.947	99,84%	0,03%	
4	347.433.824	25.399	51.177	99,98%	0,01%	
5	346.032.686	1.396.714	81.000	99,57%	0,40%	
6	265.624.857	81.802.343	83.200	76,44%	23,54%	
7	346.032.626	1.396.379	81.395	99,57%	0,40%	
8	261.927.470	82.674.244	2.908.686	75,37%	23,79%	
9	276.622.497	70.328.389	559.514	79,60%	20,24%	
10	273.705.215	73.700.896	104.289	78,76%	21,21%	
11	279.424.591	67.979.697	106.112	80,41%	19,56%	
12	347.500.735	7.375	2.290	100,00%	0,00%	
13	347.198.788	243.249	68.363	99,91%	0,07%	
14	347.319.355	191.045	0	99,95%	0,05%	
15	347.256.500	238.828	15.072	99,93%	0,07%	
16	NON VOTABLE ITEM					
17	NON VOTABLE ITEM					
18	NON VOTABLE ITEM					

** Pursuant to article 50 of Law 4548/2018, the voting rights attaching to own shares are suspended and those shares are not taken into account for the calculation of quorum.*

FOR FURTHER INFORMATION:

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