

«PROFILE SOFTWARE SA»

Decision plan of the Annual Ordinary General Shareholders Meeting of 7 May 2020, in accordance with article 123 par. 4 of law 4548/2018

Topic 1: Submission and approval of the Separate and Consolidated financial statements for the fiscal year 2019 (01.01.2019-31.12.2019) as well as the Annual Report for the same period.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The annual Financial Statements (corporate and consolidated) were approved by the Board of Directors of the Company during its meeting on April 2, 2020 and were legally published in the legally registered (as per G.E.C.R.) Company website (www.profile.gr) while having been submitted electronically to the Hellenic Capital Market Commission and the Athens Stock Exchange.

After the presentation of the annual Financial Statements (corporate and consolidated) of the closed corporate fiscal year 2019 as well as the annual Financial Report that includes the Declaration of Corporate Governance, it is proposed to have them approved.

The General Meeting approved, unanimously / by a majority% of the represented shares and votes, the annual Financial Statements (corporate and consolidated) of the closed corporate fiscal year 2019 (01.01.2019-31.12.2019) and overall the annual Financial Report of that fiscal year, in the form it was published and submitted as mentioned above.

Topic 2: Submission and approval of the Annual Report of the Board of Directors and of the relevant independent auditor reports of the separate and consolidated financial statements for the fiscal year 2019 (01.01.2019-31.12.2019).

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting approved, unanimously / by a majority of.....% of the represented shares and votes, the annual Management Report of the Board of Directors, which is fully included in the Minutes of the BoD of the Company on April 2, 2020, as well as on the Audit of April 3, 2020 of the Certified Auditor-Accountant of the Company Mr. Nikolaou A. Nikolopoulos regarding the annual Financial Statements of the corporate fiscal year 2019.

Topic 3: Approval of the distribution of the results for the financial year 2019 (01.01.2019 - 31.12.2019) and approval of distribution of dividend for the aforementioned accounting period.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting approved unanimously / by a majority of....% of the represented shares and votes, the distribution of the results of the fiscal year 2019 (01.01.2019-31.12.2019) and in particular approved the distribution of dividends from profits of previous years (including the estimation referred to in the following note) of 0.025 Euro (gross amount) per share.

It is noted that the Company holds the same number of shares, which are excluded from the payment of dividend and consequently the amount of dividend corresponding to the same shares held by the Company during the record date increases the dividend of the other shares, as defined in Article 50 of Law. 4548/2018.

Furthermore, with this unanimous / majority decision, the Annual Ordinary General Meeting has defined the following:

(a) ex- dividend date for the fiscal year 2019 as Tuesday, May 26, 2020,

(b) record date of beneficiaries of dividend for the year 2019 as Wednesday, May 27, 2020 and

(c) date of commencement of payment of dividend for the fiscal year 2019, through a credit institution or the Athens Stock Exchange as Tuesday, June 2, 2020.

At the same time, the Annual Ordinary General Shareholders Meeting provided the Board of Directors of the Company with the necessary authorisations for the appropriate and timely implementation and execution of the decision on the distribution of the dividend.

Finally, the General Meeting approved the payment of remuneration to some of the members of the Board of Directors from profits of previous years, in accordance with the provisions of article 109 of Law 4548/2018.

Topic 4: Discharge of the Members of the Board of Directors and of the Statutory Auditor from any relevant liability or compensation deriving from the exercise of their duties during fiscal year 2019 (01.01.2019-31.12.2019).

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting approved unanimously / by a majority of....% of the represented shares and votes and as a result of a vote held by nominal call of the shareholders, the overall handling of company affairs that took place during the fiscal year ending 31.12.2019 as well as the exemption of Certified Auditors-Accountants of the Company from any liability with

regards to activities of the closed corporate year 2019 (01.01.2019-31.12.2019), as well as for the annual Financial Statements of the same year.

Topic 5: Election of one (1) Regular and one (1) Substitute Statutory Auditor, member of the Body of Chartered Auditors Accountants, for the audit of the annual and 6m period financial statements (Separate and Consolidated) of the fiscal year 2020 (01.01.2020-31.12.2020) and determination of their fees.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting approved unanimously / by a majority of% of the represented shares and votes, following a relevant proposal-suggestion of the Audit Committee, which was accepted by all the independent members of the Board of Directors, the election of the according to Article 14 of Law 4449/2017 Audit Company under the name "COLLABORATING CHARTERED ACCOUNTANTS SOCIETE ANONYME" for the conduct of the regular fiscal audits of the annual and semi-annual Financial statements (corporate and consolidated) for the current corporate year 2020 (01.01.2020-31.12.2020) and in particular the appointment of Mr. Nikolaos A. Nikolopoulos (S.O.E.L. 20961) as a Regular Certified Auditor-Accountant and Mrs. Vasilikis I.Dalezou, (S.O.E.L. 50481) as Deputy Supervisor-Accountant.

It is noted that the above auditing company will also undertake the process of issuing the annual tax certificate and the tax compliance report of the Company for the year 2020, according to the provisions of article 65A of law 4174/2013.

Finally, it authorized the Board of Directors to reach a final agreement with the above Audit Company regarding the amount of its remuneration, as well as to send the written notice-order to the elected Audit Company within five (5) days from the date of its election.

Topic 6: Approval of the remuneration policy according to articles 110 and 111 of Law 4548/2018.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting approved unanimously / by a majority of....% of the represented shares and votes, the specified, in accordance with the provisions of articles 110 and 111 of law 4548/2018, remuneration policy, which defines the specific framework, the terms and the basic principles followed in the process of determining fees and other benefits paid to those applicable and whose validity period is for four (4) years.

Topic 7: Approval of the provided remuneration and compensation to all BoD members for the aforementioned services during the fiscal period 2019 (01.01.2019-31.12.2019) and definition and preapproval of new remuneration package for 2020.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting decided, unanimously / by a majority of....% of the represented shares and votes, on the approval of the fees, salaries, allowances and other benefits paid to the members of the Board of Directors for the services provided during the year 2019 (01.01.2019-31.12.2019) and the pre-approval of the fees and benefits that will be paid to the members of the Board of Directors during the current corporate year 2020 (01.01.2020-31.12.2020) until the next annual Ordinary General Meeting, which is in accordance with the approved Remuneration Policy.

Topic 8: Election of new BoD for the company and appointment of Independent members according to law 3016/2002, as it stands.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Assembly approved unanimously / by a majority of.....% of the represented shares and votes, the election of a new seven-member Board of Directors with a five-year term, according to article 19 paragraph 2 of its Statute, with a term of office until May 7, 2025 extended till the expiration of the period within which the next Ordinary General Shareholders Meeting must be convened and until a relevant decision has been taken.

In particular, the following were elected as members of the new Board of Directors:

- 1) Babis P. Stasinopoulos,
- 2) Spyros A. Barbatos,
- 3) Kostas G. Mantzavinatos,
- 4) Evangelos Angelides,
- 5) Aris S. Iliopoulos,
- 6) Antonios A. Roussos and
- 7) Emmanuel D. Tsiritakis.

In parallel, with this unanimous / majority decision, independent members of the Board of Directors appointed, in accordance with the provisions of Law 3016/2002, as in force today, are Mr. Antonios A. Roussos and Mr. Emmanouil D.Tsiritakis, both meeting the requirements of independence under the existing legal framework.

Topic 9: Appointment of the Audit Committee according to article 44 of Law, 4449/2017, as it stands today.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting decided, unanimously / by a majority of.....% of the represented shares and votes, the appointment of the Audit Committee, in accordance with the provisions of article 44 of law 4449/2017, as in force today, which will consist of the following three (3) persons, namely 1) Antonios A. Roussos 2) Emmanuel D. Tsiritakis and 3) Aris S. Iliopoulos, all meeting the requirements under the current legal framework for their appointment to the above Committee.

In context with this unanimous / majority decision, the General Shareholders Meeting set a five-year term for the above Audit Committee, starting on 07.05.2020 and ending on 07.05.2025, as well as in the election of Mr. Emmanouil Tsiritakis as President of the Committee.

Topic 10: Provision of approval to the members of the Board of Directors and the Directors of the Company for carrying out operations that are subject to the company purposes and for their participation in companies seeking similar or related purposes in accordance with Article 98 par. 1 of Law 4548/2018.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting decided, unanimously / by a majority of....% of the represented shares and votes, in accordance with the provisions of article 98 par. 1 of law 4548/2018, the approval to members of the Board of Directors and the Directors of the Company, to participate in BoDs or in the management of other companies of the Group (existing and / or future) that pursue similar or related purposes and to act with regards to the purposes pursued by the Company.

Topic 11: Approval of purchase of company's shares via Athens Stock Exchange according to article 49 of Law 4548/2018, as it stands with the respective proxy issuance.

Required quorum: 1/5 (20%) of the Company's paid-up share capital.

Majority required: 50% +1 of the votes cast in the Assembly.

DECISION PLAN

The General Meeting decided unanimously / by a majority of....% of the represented shares and votes, to approve the Company's own share purchase program in accordance with the provisions of article 49 of Law 4548/2018, as in force, and in particular approved the purchase within a period of time of twenty-four (24) months from the date of this decision, with a maximum of one million (1.000.000) common registered shares (including and

accrued in relation to the above limit of the same shares already acquired by the Company, under previous purchase program) with a range of purchase prices between fifty cents (€ 0.50) per share (threshold) and eight euros (€ 8.00) per share (maximum), of the range defined and in relation to the intense volatility of markets, as a consequence of the pandemic and its effects. With the unanimous / majority decision, the General Shareholders Meeting also provided the Board of Directors of the Company with the authorisation to appropriately implement this procedure, in accordance with the current regulatory framework.

Topic 12: Other topics.