

STATUTE

of the secondary professional organization (Federation) under the corporate name "**HELLENIC FEDERATION OF ROAD TRANSPORTS**" (O.F.A.E.) seated in Athens

Article 1: Incorporation - Corporate Name - Seat

The secondary professional organization (Federation) under the corporate name "**HELLENIC FEDERATION OF ROAD TRANSPORTS**" (O.F.A.E.) seated in Athens, and specifically its privately-owned offices at 351, Patission Street, constitutes a professional union, incorporated in 1936, recognized by decision No. 2239/1936, issued by the Athens Court of First Instance that approved its statute and subsequently amended by the Athens Multi-Member Court of First Instance decision numbers 2026/1964, 32/1968, 1824/1971, 455/1979, 982/1981, 3257/1984, 377/1988, 2882/1994 and the Athens Court of First Instance decision numbers 80/2002, 3894/2004, 5258/2009 and 4451/2012. It is registered in the books of unions held at the Athens Court of First Instance under serial number 69 and operates pursuant to the provisions of its statute, Law 1712/1987, as subsequently amended, and the Greek Civil Code.

Article 2: Objectives of the Federation

1) The objective of the Federation is to safeguard and promote the joint financial, social and professional interests of all road freight transport operators (international, specific, national/international) as well as the passenger transportation that is conducted by public license tourist buses (other than long-distance (KTEL) and commuter buses), in the context of serving the public.

2) The Federation's specific objectives are:

a) to develop and improve road freight and passenger transport for the benefit of society;

b) to study and resolve any problem directly or indirectly related to road freight and passenger transport;

c) to contribute towards the formulation, supplementation, amendment, simplification, consolidation and improvement of legislation, regulations and practices relating to road transport, customs procedures, road safety, etc.;

d) to promote road-related transport objectives aimed at improving road safety, energy savings, environmental protection and economic development;

e) to oppose to any measure that jeopardizes the freedom of choosing a mode of transport and the equal treatment of all types and modes of transport or promotes discrimination against road transport;

f) to promote cooperation and supplementation with other transport modes;

g) to study and resolve problems of operators in the road freight and passenger transport industry and road freight and passenger transport in general;

h) to upgrade the operators' enterprises at national and international level and to enhance the quality of the services offered by the industry;

i) to improve the conditions relating to exercising the road freight and passenger transport profession, to elevate the spiritual and cultural level, to establish their professional status and to consolidate and expand the economic, trade and social security rights thereof;

j) to offer education and vocational training to potential passenger or freight (or both) road transporters by means of the incorporation and operation of the School for Vocational Training of Transporters (S.E.K.A.M.) as well as to offer education and vocational training to transport operators for the transportation of dangerous goods by means of the incorporation School for Vocational Training of Truck Operators for the Transportation of Dangerous Goods (S.E.K.O.O.M.E.E.) and Schools for the Certification of the Operator's Professional Capacity (P.E.I).

To offer periodic training to operators transporting passengers and/or goods with the organization of relevant educational training programs via the S.E.K.A.M., S.E.K.O.O.M.E.E. and P.E.I schools.

k) to cultivate, develop and spread the spirit of unity, solidarity and unionism in the industry of road freight and passenger transport operators and to promote the widespread participation of all the relevant primary professional organizations (unions);

l) to ensure the induction of all the road freight and passenger transport operators' unions under the Federation, to promote their cooperation, to offer guidance and coordination of their activities and to provide any possible assistance so as to serve the interests of their members;

m) to promote the development of the cooperation with the professional operators' organizations of all sectors at local, national and international level;

n) to defend the universal ideals of freedom, democracy, national independence, social justice and peace.

3) The Federation has a non-profit making or non-business nature and does not constitute a financial coalition of operator enterprises within the meaning of a cartel. Furthermore, the Federation does not pursue any political objectives.

Article 3: Means for achieving these objectives

1) For the purpose of realizing the above objectives, the Federation shall:

a) Contact the public, administrative and judicial authorities, the local administration, cooperative organizations, agricultural associations, domestic and foreign trade unions and the representatives of various social groups for every matter relating to the professional interests of road freight and passenger transport operators so as to formulate, take and implement decisions concerning their joint professional, financial and social interests and the interests of the public;

b) Represent the road freight and passenger transport operators' industry before international and national organizations, consultations and committees, public authorities, public and private bodies and institutions as well as the international and national mass media; the Federation shall also represent the industry before national or international-level negotiations in support of its interests and in negotiations concerning the conclusion of collective employment agreements;

c) Organize and participate in local, national and international meetings and take initiatives to study and address industry and road freight and passenger transport problems;

d) Carry out any lawful demonstrations and activities to resolve the problems faced by the industry and to safeguard its professional, financial and social interests;

e) Study, process and realize programs relating to the information, education and vocational training of potential road freight or passenger (or both) transport operators as well as the operators for the transportation of dangerous goods and ensure for the incorporation and operation of School for Vocational Training of Transporters (S.E.K.A.M.), the School for Vocational Training of Truck Operators for the Transportation of Dangerous Goods (S.E.K.O.O.M.E.E.) and Schools for the Certification of the operator's professional capacity (P.E.I.) as any similar School for

vocational training. Organize, conduct and realize educational programs, the periodic training of road freight or passenger transport operators via the S.E.KA.M., S.E.K.O.O.M.E.E. and P.E.I. schools or any such authorized vocational training schools that will be legally established in the future.

f) Update its primary organizations - members and the road freight or passenger transport operators on any issue that concerns them with announcements via a special internal bulletin and any other appropriate means;

g) Use every appropriate means to expose issues that interest the industry and to inform the general public and public Administration on such matters

h) Organize informative consultations, events, conferences, meetings, seminars, etc that promote information on industry-related issues, the development of the trade union movement and the vocational training of international and national transport operators;

i) Publish books and journals of professional interest and support such literature;

j) Collaborate and cooperate with trade unions and other organizations for the development of common goals and the promotion of the road transport operators' collective interests.

k) Participate in a tertiary professional union (Confederation) with identical goals and objectives;

l) Establish the Federation's appropriate departmental and office mechanism and supply the Federation with the necessary resources; 2) For the purpose of achieving its objectives, the Federation may:

a) Establish an independent department or organization or incorporate a special insurance cooperative or cooperate with an established insurance company that is seated in Greece or abroad or with one of its Branches to cover insurance risks covering public license vehicles in the road transport sector and to insure the vehicle itself, its load and its passengers;

b) Establish a department or organization or incorporate a special or joint ferryboat utilization cooperative by purchasing or leasing same and introducing it into any port in Greece in order to transfer international road transport vehicles from Greece to foreign ports and vice versa;

c) Cooperate with rail organizations and commission or lease box cars to transfer international road transport vehicles from Greece to foreign destinations and vice versa;

d) Establish a department or organization or incorporate a special or joint cooperative for assisting road freight or passenger transport operators with the provision and sale of spare parts and other related items for the maintenance, roadworthiness and the overall good operation of their vehicles, the provision of roadworthiness test center services, refueling, parking, rest and dining areas for the operators and generally every related service;

e) Purchase or lease space for parking and safeguarding the road freight transport vehicles and refueling

f) Create special funds to assist ill and incapable union - federation members, to cover their living expenses in extreme circumstances and generally accommodate certain extraordinary cases of solidarity and mutual aid with respect to its members.

g) Issue and provide International Road Transports (TIR) carnets in cooperation with the International Road Transport Union (IRU) pursuant to existing international and national legislation on the international transport of goods with TIR carnets and the issue and provision of guarantees in favor of the operators for the individual and one-off transport of goods and for the international carriage of goods;

h) Register and participate as a member with full rights and obligations in international operators' federations such as the IRU Road Transport (I.R.U. : International Road Transport Union), TRANSFRIGORROUTE INTERNATIONAL, BSEC URTA (Union of Road Transport Associations in the Black Sea Economic Cooperation Region),

i) Issue and manage machine-readable identification, certificates for the issuance and control of E.R.I., digital tachograph card - license, ADR card - license, the issuance of driving license-card, or third-country transit permits for bilateral and triangular cooperation with every public authority and private enterprise.

j) Collectively undertake, on behalf of operators, TIR carnet users and individual guarantees, to carry out services such as the collection and payment of VAT from foreign countries to Greek operators and generally mediate and undertake any legitimate activity to facilitate the operators' bureaucratic obligations, insurance, the fulfillment of taxation and administrative obligations, the reduction of traffic costs, etc;

k) Organize the provision of legal assistance and any other kind of solidarity to operators in Greece and abroad, who face problems with transport;

l) Establish and integrate into existing mutual insurance cooperatives and seek the reduction the cost of its members vehicle insurance by any legal means;

3) In furtherance of its objectives, the Federation uses any other lawful and appropriate means that may not be specifically mentioned in the statute.

Article 4: Members

1) Federation members comprise of all kinds of primary professional road freight transport operators' organizations (unions) (international, specific, national-international) that are established for one or more or all these categories, which are seated in the Greek territory and operate legally, as well as primary professional road passenger transport operators' organizations (unions) (other than KTEL and commuter buses) seated in the Greek territory and operate legally, that are operated by public license tourist buses, or individually, or on behalf of Tourist Offices, or Private Tourist Coach Operators (TEOM).

2) For a union to become a Federation member, its members must be professional operators (road freight or passenger transport) and either a) own or co-own at least 5% of a Public License Truck (PLT), so that the vehicle's ownership can be retained until the price is paid in full, or b) own or co-own at least 5% of a public license tourist coach (PLTC) for the performance of road passenger transport either individually or on behalf of Tourist Offices or Private Tourist Coach Operators (TEOM), so that the vehicle's ownership can be retained until the price is paid in full. The operator's status (road freight and passenger transport) of the PLT and the PLTC shall be determined each time by the applicable law. Administrative penalties or restrictions does not affect its status, unless a prohibitive provision exists.

3) The statutes of the Federation's unions - members must be adapted to the statute of the Federation, particularly in terms of their obligations towards the Federation, its objectives and pursuits, their rights and the terms of representation and participation in Federation bodies.

Article 5: Member registration

1) For a union to become a Federation member, all the prerequisites under Article 4 must be met, the respective decision by its General Assembly must be reached and an application must be submitted to the Board signed by its legal representatives, which shall state its will to register. The application must indicate the union's corporate name and seat and include a declaration that it accepts the Federation's statute.

2) Along with the application, the union shall submit:

a) certified copies of its initial statute and all the subsequent amendments with reference to the number and date of the union's registration in the books of official unions and a recent certificate of changes by the competent Court of First Instance, issued over the last month prior to submitting the application.

b) certified copies of the Court of First Instance decisions, which approve the initial statute and its amendments;

c) a certified copy of the General Assembly minutes, which includes its decision to register with the Federation. The said decision-making procedure must comply with the law and the union's statute;

d) The names and residential addresses of registered and paid-up members at the time of the application's submission, which shall constitute a true extract from the union's member register;

e) a full list of road transport vehicle licenses (Road Transport Licenses or public license tourist coach - PLTC) held by each member accompanied by certified photocopies of same or copies of purchase contracts, which proves that each member is at least a 5% owner or co-owner of a PLT or PLTC vehicle for the execution of road freight or passenger transports.

f) a certified copy of the General Assembly minutes that elected the union bodies and representatives in the Federation;

g) the names of members that voted during the last union elections;

h) a table of Board members stating their posts and residential addresses and a copy of the minutes that refers to the Board's formation into a body;

i) the names of its representatives in the Federation and their residential addresses;

j) a declaration as to its registration with another secondary organization (Federation) and its name.

3) The Board of the Federation shall discuss the application for registration at its first meeting and no later than thirty (30) days of the submission date at the latest. If the prospective member fulfills the said prerequisites, the Board shall approve the application and proceed with their registration. If the application is rejected or the thirty-day period lapses without the Board making a decision, the relevant union has the right to file an appeal to the Single-member Court of First Instance in the Federation's seat within one month of being notified of the rejection or the lapse of the thirty-day

period. The Board shall notify the union concerned of any decision it makes.

4) If there are standard omissions in the application and the accompanying documents, a reasonable deadline, which may not exceed ten (10) days of the respective Board document being received by the recipient, will be given to rectify the matter. Until the expiry of the deadline, none of the deadlines referred to in paragraph 3 of this article shall begin.

5) The Board's decision not to accept the application for the registration of the primary organization must be substantiated with specific references to statutory provisions.

6) Membership is obtained one month after the decision of the Board or the court judgment that orders the registration.

7)

Every union that is accepted to the Federation shall pay the registration fee upon registration, the amount of which is determined by the Board of the Federation.

8) Each member shall inform the Federation as soon as possible of any change in its Management, representatives, or statutes within one month of the change taking place.

Article 6: Members' rights

1) The unions-members of the Federation are equal. No member has or can obtain special rights or privileges.

2) Members are entitled:

a) to participate in the General Assemblies with their representatives, freely express their opinion, submit proposals, exercise audits on Management and demand the implementation of the General Assembly decisions for realization of the Federation's objectives

b) to participate in ballots with their representatives for every decision c) to elect the bodies of the statutory bodies of the Federation with its representatives as well as the representatives in the tertiary organization, in which it is a member and to elect their members in these bodies as representatives for the tertiary organization

d) to request trade union protection and the Federation's material and moral support to ensure and promote its members' professional interests

e) to convoke extraordinary assemblies pursuant to the provisions of the statute

f) to receive updates on the progress of the Federation's affairs and activities, to become aware of the contents of the Federation's books, its minutes and decisions taken at the General Assembly and the other statutory bodies; to request and receive copies, at their own expense, of the decisions of the Federation bodies that concern them. A justified written reason is required to obtain copies of other documents of the Federation.

3) In order to exercise these rights, the members must be of good financial standing.

Article 7: Obligations of Members

The Federation members have the following obligations:

a) Abide by the statute and comply with the decisions of the General Assembly, the Board and the other bodies of the Federation

b) Participate with their representatives in the General Assemblies

c) Take part in the meetings convoked by the Federation together with their competent bodies

d) Not be in conflict with the interests of the Federation, support its work, participate in every mobilization and activity for promoting and achieving its goals and serve the common collective interests of the unions-members and their members

e) promptly and regularly fulfill their financial obligations towards the Federation

f) be in contact with the Federation's management, inform the Federation of any concerns and their actions thereat and optionally invite the Federation to its General Assemblies

g) promptly inform the Federations of any change in the statute, the management, its representatives and the power of its members, any change that concerns their legal status and every change in their members' personal and professional status that concerns the registration prerequisites and maintenance of their membership status

h) accept the Federation's arbitration when there are serious differences or disputes between the union-members.

Article 8: Withdrawal of a member

Every union - member may withdraw from the Federation at any time, following the decision of the General Assembly, which it is required to announce to the Board together with its application for deletion from the members' registry and once it has paid all its dues to the Federation up until the end of the year that the member decided to withdraw.

Article 9: Barring of member

1) The Board of the Federation may justifiably decide to bar a member, if the member:

a) ceases to have the registration prerequisites that are provided under Article 4 of the statute

b) intentionally breaches the provisions of the statute

c) acts contrary to the objectives of the Federation and the decisions of the General Assembly

d) obstructs the execution of the Board's decisions

e) unduly delays the contribution payment for two continuous years

f) lacks management for three consecutive years or has not elected representatives for the Federation

g) is dissolved by decision of the General Assembly or final court judgment

h) if the members, who still have the professional capacity of a operator and owner or co-owner of at least 5% of a PLT or PLTC, for road freight or passengers transport, as referred to in Article 4 para. 2 herein, are reduced to less than twenty (20).

2) The decision of the Board for barring a member must be approved by the General Assembly of representatives. The Board's decision is introduced for approval at the first General Assembly after its issuance, which must convoked no later than one month from the barring decision. The barring results become effective once the Board's decision is approved by the General Assembly.

3) Prior to arriving at their decision, the Board and the General Assembly, invite the member in writing at least ten (10) prior to hearing for the attributed charges. The member's views, written or verbal, shall be registered in the minutes.

4) Within thirty (30) days of being served with the barring decision, the member that is barred may appeal against the decision before the Court of First Instance in the seat of the Federation, pursuant to the provision of para. 7 of Article 4 of L. 1712/1987.

5) Specifically, the member being barred for non-fulfillment of their financial obligations to the Federation, may be reinstated, further to their application and by decision of the Board, which will meet for this purpose within no more than thirty (30) days from the date that the member's financial obligations are settled.

6) If a General Assembly of the Federation for the election of its bodies and representatives in the tertiary organization is held in the meantime, the Board is required to have finalized the matter concerning the barring of the member or its reinstatement if its financial obligations have been settled, prior to invitations being forwarded for elections.

7) The members that are barred are not entitled to the Federation's assets.

Article 10: Bodies of the Federation

The Bodies of the Federation are the General Assembly (G.A.), the Board of Directors (BoD), the BureauBureau and the Audit Committee.

Article 11: Establishment of the General Assembly - Member representation

1) The General Assembly of the Federation is comprised of the representatives of unions - members of good financial standing.

2) The number of representatives of each union - member of the Federation's G.A. is proportional to the total number of members who voted for their election, namely one representative for every forty (40) voters. The number of total voters is not affected by any invalid or blank ballots. If the remainder of the total number of voters when divided by 40 is greater than 20, another representative is elected. If the number of voters of a union - member is less than 40, it elects a representative for the Federation only if the number is greater than 20.

3) The election of representatives is conducted by the General Assemblies of the unions - members at the same time as the election of the Board and their term is equal to that of the Board. The election is conducted by secret ballot and by the electoral system set out in Article 7 of L. 1712/1987. Only members who have registered the said unions as their main primary professional organization. A main professional organization is considered one which was chosen by members so that they could exercise their representative election right for the secondary professional organizations.

4) The unions - members must notify the Federation of the election of representatives no later than fifteen (15) days, by sending their legalization documents:

a) a copy of the minutes of the G.A. that elected them, composed and signed by the Electoral Committee and certified by the Chairman and General Secretary of the union,

b) a copy of the members' names that voted to elect the representatives accompanied by their signatures, identity card numbers and addresses, certified by the Chairman and General Secretary of the union and

c) a copy of road transport vehicle licenses (Road Transport Licenses or public license tourist coach - PLTC) held by each member accompanied by certified photocopies thereof or copies of purchase contracts, which prove that they are at least 5% owners or co-owners of a vehicle-PLT or PLTC for the execution of road freight or passenger transports, respectively

5) Representatives are replaced by their lawful substitutes, according to the minutes of the Electoral Committee's proclamation when:

a) pursuant to their union's statutes, they have forfeited their membership status in the organization that they represent

b) had resigned from their position as representative.

6) Representatives are deleted by decision of the General Assembly of the Federation and replaced by their lawful substitutes, when:

a) they carry out actions that are evidently directed against the interests of the industry;

b) they are unduly absent from three (3) consecutive or six (6) non-consecutive General Assemblies;

c) they do not obey the decisions of the General Assembly; d) obstruct the execution of the decisions of the Federation's bodies.

7) Representatives may attend only in person at the Federation bodies.

Article 12: Competencies of the General Assembly

1) The General Assembly of representatives is the supreme governing body of the Federation and decides on all matters that do not fall under the jurisdiction of another body pursuant to the law or the statute.

2) In particular, the General Assembly:

a) votes on the Federation's agenda

b) elects and at any time revokes the Board and the Audit Committee or members of these bodies and Federation representatives for the tertiary organization (Confederation) and controls their actions

c) decides on the choice of the Confederation, which it is registered as a member, or its withdrawal from same

d) approves or rejects the Board's actions and management and the annual accounts

e) approves, amends or supplements the annual income and expense and income budgets for every financial year

f) decides on the acceptance of donations, inheritance and bequests in favor of the Federation pursuant to the law and on the entering into or granting of loans

g) decides on the purchase or disposal of the Federation's property and the establishment of any real right and burden thereon.

h) approves or rejects the decision of the Board for barring a member
i) decides on raising action and lodging a complaint against members of the Board and the Audit Committee

j) decides on the statutes' amendment

k) decides on the dissolution of the Federation and the appropriation of its assets

i) approves or rejects recommendations made by the Board and Audit Committee and revokes decisions, under its status as the highest statutory body of the Federation.

Article 13 Convocation of the General Assembly

1) The General Assembly shall meet regularly once a year, by the end of March at the latest. The ordinary G.A. is convened by the Board with at least the following agenda items:

- a) administrative account,
- b) financial report for the year ended,
- c) the next year's budget and
- d) the report of the Audit Committee concerning the financial management.

Provided it is feasible, the Board may convoke a G.A. up until the end of December with the next year's budget as the agenda item, thus the G.A. that will convene up until the end of March will have the management account, the year's financial account and the Audit Committee's report concerning the financial management on their agenda.

Following the passing of the budget and the financial account, the Board notifies the relevant documents to the unions - members for their information.

2) The Extraordinary G.A. is convened when:

- a) by decision of the Board this is deemed necessary;
- b) it is requested by one fifth (1/5) of unions - members of good financial standing, following the decision of their Administrative Directors, or one fifth (1/5) if the representatives by written request to the Board, which includes the agenda items

c) it is requested by the Audit Committee by written request to the BoD concerning matters of their exclusive competence.

The Board is required to convene the General Assembly for this purpose within thirty (30) days of the written request being submitted. If it fails to do so, the applicants are entitled to appeal to the competent Single-member Court of First Instance in order to obtain authorization for the convocation of the General Assembly.

3) The invitation for the General Assembly is signed by the Chairman and the General Secretary or their lawful substitutes and is forwarded to the unions - members and their representatives at least eight (8) days prior to the Assembly being held.

4) The invitations must state:

- a) the place, the area, date and time of the General Assembly and
- b) the items to be discussed.

5) The Board, shall decide on where the G.A. will be convened, either at the seat of the Federation or in a city where an O.F.A.E. union - member is seated.

Article 14: Quorum of the General Assembly

1) For a decision to be taken at the Assembly, at least one half (1/2) of the representatives of members of good financial standing are required to attend.

If a quorum is not achieved at the first assembly, a repeat General Assembly is convened the following week without further formality, at the same place and on the same day and time, with the same agenda items, at which time at least one quarter (1/4), of the representatives of members of good financial standing are required to attend.

If there is no quorum during the second convocation, General Assembly is convened the following week without further formality, at the same place and on the same day and time, with the same agenda items, at which time any number of the representatives of members of good financial standing will suffice.

2) The amendment of the statute, the change of the objective, the dissolution of the Federation, the participation in or withdrawal from a tertiary organization and the member's revocation from the Board and the Audit Committee or all these bodies, requires the quorum of one half (1/2) of the representatives of members of good financial standing.

Article 15 Decision-making by the General Assembly

1) The decisions of the General Assembly are taken by an absolute majority of the representatives present. A majority of the votes cast suffices to elect the Board, Audit Committee, Electoral Committee and representatives in the tertiary professional organization

2) A majority of three quarters (3/4) of present representative is required to amend the statute, change the objective, dissolve the Federation and revoke a

member of the Board and Audit Committee or all these bodies.

3) The General Meetings ballots are divided into open and secret ballots. The open ballots can be conducted by members standing or raising their hands or by roll call, but never by speaking.

4) The ballot is secret when referred to:

a) the elections of the Board, Audit Committee, Electoral Committee and representatives in the tertiary professional organization, where the Federation is a member,

b) the choice of a tertiary organization,

c) confidential matters of the Board,

d) personal issues,

e) the administrative and financial account,

f) taking legal action or lodging a complaint against members of the Board and Audit Committee and

g) issues that the Assembly decides will be decided by secret ballot.

5) A representative is not permitted to authorize another to participate in their stead in the General Assembly or elections.

6) The General Assembly is provisionally chaired by the Chairman of the Board or, if unable to attend, his legal substitute. The first item on the agenda of the General Assembly is the election of the Chairman, Vice Chairman, Secretary and vote counter, made by an absolute majority of those present. If an absolute majority is not achieved, the ballot is repeated and whoever accumulates a majority of the votes cast is elected.

7) During the casting of the voting, except for the representatives and legal counsel of the Federation, third parties shall be prohibited from attending the General Assembly.

8) The Assembly shall not decide on any matter which is not listed in the invitation that convened the General Assembly.

9) The discussions of the G.A., the ballots and decisions taken are recorded by the Secretary of the Assembly in a special book and signed by the BureauBureau of the Assembly and the vote counter. The minutes, which also record dissenting opinions, are proof of what is stated and are kept on file at the Federation.

10) The lawsuit against the validity of the decisions of the G.A. is filed at the Court of First Instance at the seat of the Federation by at least three (3) unions - members of good financial standing within thirty (30) days of the decision being taken. The appeal against the decision must be filed within ten (10) days of it being served.

Article 16: The Board of Directors - Formation into a body

1) The Board consists of seven (7) members that are elected by secret ballot by the General Assembly of the representatives for a three-year term.

2). Within eight (8) days of their election, the members of the Board meeting to form a body, at the invitation of member that accumulated the most crosses of the majority vote combination or, in the absence of combinations, the director that accumulated the most crosses in a single ballot.

3) If the members are not convoked to form the body within the above deadline, then the elected directors shall automatically meet at the Federation's offices on the morning of the ninth day of their election for this purpose.

4) During the first Board meeting, the Chairman, the Vice Chairman, the Secretary, the Deputy Secretary, the Treasurer and the Administrator are elected.

5) The ballot is secret and the casting of votes for any Board position shall require an absolute majority of those present. If an absolute majority is not achieved, the ballot is repeated and whoever accumulates the majority of the votes cast is elected.

6) The positions of the Chairman, the Vice-Chairman, General Secretary and Treasurer may not coincide in the same person or first or second degree relatives.

7) At its first meeting, when formed into body, the new Board receives keys, books, stamp and all assets of the Federation from the previous board by way of a delivery and receipt protocol, which is signed by both.

Article 17: Operation and decision-making of the Board

1) Board meets regularly at least once every month following the invitation of the Chairman and the General Secretary, which is given at least five (5) days before the day of the meeting.

2) The invitation refers to the date, time and place of the meeting and the items on the agenda. Other issues, other than those mentioned in the invitation, are not discussed, unless decided by the Board itself and only if there are least six (6) members and at least five (5) of them agree.

3) The Board shall meet extraordinarily when there is sound cause and:

a) if deemed necessary by the Chairman,
b) if it is requested by the Audit Committee,
c) if it is requested by at least three (3) members. In the last two cases the application must be in writing and it must state the issues to be discussed. The application is given to the Chairman, who is obliged to convene the Board within ten (10) days of its submission.

4) Board meets at the seat of the Federation in Athens or in specific cases or intermittently, in other Greek cities, where unions - members are seated.

5) The Board constitutes a quorum shall at least four (4) members are present.

6) The decisions shall be taken by the absolute majority of the members present. In case of a tie vote in an open ballot, the Chairman's vote shall prevail.

7) The ballots with regards to the decision-making shall always be open, except where these concern the election of office in the Board and personal issues, where a secret ballot is conducted.

8) The discussions and decisions of the Board are recorded in the book of minutes of Board meetings and are signed by all the members who participated in the meeting. Also recorded in the minutes are dissenting opinions. The minutes are prepared and signed until the start of the next meeting.

9) Members of the Board are collectively responsible for the fulfillment of their obligations under the statute and the decisions of the General Assemblies. They are not responsible for decisions taken at the meeting from which they were absent or in which they were present, but disagreed and their disagreement was recorded in the minutes. However, they must should obey the decision, unless it is punishable.

Article 18: Competencies of the Board

1) The Board administers and manages the affairs of the Federation, directs the Federation's activities in the pursuit and attainment of its statutory objectives and its Chairman represents the Federation in all judicial and extra-judicial affairs.

2) In particular, the Board:

a) takes care and manages the affairs and assets of the Federation and ensures the proper maintenance and exploitation;

b) is responsible for the strict adherence of the statute and the decisions of the General Assembly;

c) prepares and carries out the agenda, claims and organization of the industry's trade union movement within the context of the Federation's objectives and the decisions of the General Assembly;

d) informs the unions - members on the progress of industry issues, monitors their operation, coordinates their actions and stands by them;

e) convenes the Board members of the Federation or only the Chairpersons and General Secretaries to joint meetings of an informative and advisory nature;

f) employs and dismisses the necessary clerical staff as well as the legal, financial and other expert consultants and partners and determines their salaries, wages and remuneration under the umbrella of the law and the relevant collective bargaining agreements;

g) prepares annual budgets, balance sheets and management accounts and submits these after being audited by the Audit Committee, to the G.A. for approval; the balance sheets are accompanied by written accountability in relation to the Board's general activities;

h) convenes General Assemblies of representatives and determines the place and time as well as the item of their agenda;

i) decides on instituting any criminal, civil and administrative trial such as filing lawsuits and criminal complaints, filing of legal action, appeals, petitions for annulment and reprieve, interventions, third party caveats, caveats, petition and taking of interim measures of a civil and administrative nature against every opposing party, and generally take any legal remedies to protect the Federation's interests or for the rejection of such lawsuits and administrative actions taken against the Federation and for every legal remedy or waiver from same, the defense of accused OFAE members or representatives or other operators for actions relating to the Federation's activities, the representation of civil action in criminal trials as well as every transaction that concerns the Federation's interests including the collective employment agreements.

In urgent cases, particularly when the deadline is close to expiring, or the interests of the O.F.A.E. are in jeopardy, the Chairman of the Board has this right and it is considered legally exercised, if approved by the Board at its next meeting, and in any event within three months of its exercise or rejection.

j) decides and coordinates the planning of all events;

k) determines the amount of the union-members' registration fee, the mandatory contribution and any other expense;

l) keeps the statutory books;

m) leases suitable premises to meet the Federation's needs;

n) decides on transactions and the conclusion of every contract, which it deems necessary for the promotion of the Federation's objectives, other than those falling under the exclusive competence of the General Assembly pursuant to the statute and the law.

3) With certain decisions subject to revocation, the Board may delegate some of these responsibilities to the Bureau.

Article 19: Resignation - Cessation - Deficiency of Board members

1) It will be considered that a Board member has resigned when he is unduly absent from four (4) consecutive or eight (8) non-consecutive meetings. The member may appeal to the G.A., which gives its definitive decision.

2) Each member of the Board may submit his resignation, which shall be accepted, provided the resigning member is released of every pending obligation, that they might have left behind.

3) By decision of the G.A., the Board or its member may be removed from office before the end of the term. This Assembly requires a quorum of one half (1/2) of the total number of representatives of members of good financial standing and a decision by a three-quarters (3/4) of those present.

4) If the number of the Board members is reduced for any reason, the Board is replaced by substitute members of the same ballot combination by order of election (if there are no substitutes of the same ballot combination, the replacement is made by substitutes of the combination with the most votes and in the case of a single ballot paper, by the substitutes in order of preference crosses); however this number cannot be greater than the ordinary members. If the list is exhausted or the Board cannot achieve a quorum without the number of alternate members exceeding the number of ordinary members, the General Assembly meets within thirty (30) days following the invitation by the Chairman of the Board or his replacement, which is served at least five (5) days prior to the meeting for the purpose of electing a Board of Directors.

Article 20: Compensation of Board members

1) The Chairman, the Vice Chairman, the Secretary, the Deputy Secretary, the Treasurer and the Administrator are paid a monthly compensation for their involvement in the Federation's affairs based on the time of their involvement and their respective duties.

2) The compensation amount shall be determined by decision of the Board, which must be approved by the first General Assembly following this decision.

3) All Board members are reimbursed for all expenses (travel and subsistence, attendance, etc.), which they have incurred during the performance of their duties and on behalf of the Federation, provided the Board pre-approved their actions and expenses. In emergency cases where actions and expenses were incurred without the Board's prior approval, the members are required to report them at the first Board meeting and seek retrospective approval. Instead of paying these expenses based on a breakdown of expenses, the Board may set a fixed daily allowance, which shall include all expenses except travel expenses (travel expenses and return) and hotel accommodation, which shall be paid separately. The Board can determine a maximum daily hotel allowance.

Article 21: Chairman's Duties

1) The Chairman of the Board represents the Federation before all international and national, administrative, judicial or arbitration Authorities, Banks, Organizations of every nature and legal persons governed by public or private law and before natural persons in all relations and disputes.

2) He convenes the Board meeting, prepares the agenda in cooperation with the General Secretary General, and signs the respective invitations together with the Secretary General. He presides over and conducts Board meetings and recommends the items for discussion. He gives the floor in order of priority to those who wish to speak and cuts off those who divert, he puts items to a vote, he is able to suspend or terminate any meeting where there is noise and there is fear of conflicts and misunderstandings. However, in order to give the ultimate solution, the majority of members present must agree.

3) In cooperation with the General Secretary, he ensures that the decisions of the Board and the General Assembly are implemented.

4) Together with the General Secretary he concludes valid contracts and agreements on behalf of the Federation, pursuant to the Board's decisions, which he represents.

5) In cooperation with the General Secretary, he prepares the annual report on the activities of the Board, which is initially submitted to the Board for approval and then to the General Assembly.

6) He accepts and files actions, legal remedies of any kind or waives such legal remedies, following a decision by the Board, on every case or trial in the name of the Federation, which he represents, and appoints attorneys-at-law.

7) Together with the General Secretary, he signs all the documents of the Federation, bills for collection and each payment order, money order or check.

8) He ensures the faithful adherence to the Statute, the organization and operation of the Federation and controls all the official bodies.

9) He decides on instituting any trial and in particular on filing any lawsuit, complaint, appeal, petitions for annulment, particularly petitions of interim measures or rejection of these against OFAE. In urgent cases, particularly when the deadline is close to expiring, or the interests of the O.F.A.E. are in jeopardy, he raises the item for approval by the Board at its next meeting and in any event within three months of its exercise or rejection.

Article 22: Duties of the Vice Chairman

1) When the Chairman is absent or unable to attend, the Vice Chairman replaces him in all his general duties and rights.

2) The Vice Chairman is responsible for safekeeping the Federation's movable and immovable assets.

3) By decision of the Board, certain specific and additional duties may be delegated to the Vice Chairman .

Article 23: Duties of the General Secretary

1) The General Secretary monitors and controls the proper operation of the Federation's offices and departments, the normal and unimpeded handling of correspondence, keeps the minutes of the collective bodies, classifies and keeps documents, minutes and forms in an appropriate file, safeguards the stamp, the archives and the books (except for those kept by the Treasurer), updates the member register and generally supervises the Federation's office operations.

2) He endorses, together with the Chairman, the invitations for the Board and General Assembly meetings, all the documents in general, the bills for collection, the payment orders, the orders and checks as well as the Federation's agreements and

contracts and collaborates with him to prepare the agenda for the Board meetings and the annual report for the Board' actions.

Article 24: Duties of Deputy Secretary

1) When the General Secretary is absent or unable to attend, the Deputy Secretary replaces him in all his duties and rights.

2) The Deputy Secretary is responsible for the Federation's solidarity sector.

3) By decision of the Board, certain specific and additional duties may be delegated to the Deputy Secretary .

Article 25: Duties of the Treasurer

1) The Treasurer supervises the Federation's financial affairs, he monitors the revenue and expenses and oversees the smooth running of the accounting department, the updating of accounting books and documents and the completeness of the receipts and payments' supporting documents.

2) In particular, the Treasurer:

a) endorses, along with the Chairman and the General Secretary, the bills for collection, which are numbered and certified by the Chairman of the Audit Committee or his lawful deputy before being used, and monitors the regular and timely collection of revenue and the Federation's resources;

b) makes every payment that is ordered by the Board, in accordance with orders and warrants signed by the Chairman and the General Secretary; each payment order must be accompanied by the extract of the Board decision concerning the approval of the payment, as well as receipt by the collecting party;

c) ensures the immediate deposit into savings or check accounts held in the Federation's name, at Banks that have been decided by the Board and for the withdrawal of funds from these accounts with the Federation's orders or checks, which are signed by the Chairman and the General Secretary and are issued to the order of the Treasurer, who is required to dispose of the collected amounts pursuant to the orders he is given;

d) monitors and controls the good financial standing of the unions-members and submits a list to the Board of those who have delayed the payment of the mandatory subscriptions and other contributions to the Federation;

e) ensures the safe keeping and storage of the cash book, the asset book, the Federation's accounting books and all supporting documents, securities, money instruments etc. and available cash balances;

f) regularly prepares the revenue and expenditure statement every quarter and submits it to the Board, the account management at the end of the year, based on which the Board prepares the balance sheet and account of the previous year;

g) ensures the timely preparation of the budget of each calendar year, which, after discussion and approval by the Board, shall be submitted to the G.A.

3) The Treasurer is responsible for any administrative anomaly or deficit in the treasury and is criminally and civilly liable for any loss of money.

4) By decision of the Board, a sum of money that will be given and controlled by the Treasurer, to address the Federation's urgent needs.

5) In case of the Treasurer absence or impediment, he shall be temporarily replaced in his duties by another director that will be appointed by the Board.

Article 26: Duties of the Administrator

1) The Administrator shall ensure the preparation and organization of all kinds of Federation's events and is responsible for its public relations.

2) Arrange for the distribution of Board's announcements to the unions - members and their representatives, the daily and industry press and the transmission of the Board's documents to the competent bodies.

3) He keeps a file of articles regarding the Federation and unions - members and informs the Board in this regard.

4) In case of the Administrator's absence or impediment, he shall be temporarily replaced in his duties by another director that will be appointed by the Board.

Article 27: The Bureau

1) The Bureau shall consist of three (3) members and shall be formed by the Chairman, the Vice Chairman and the General Secretary of the Board.

2) It is the body responsible for implementing the Board's decisions and the

preparation of its items on the agenda. By exception, it has decisive authority on certain matters of urgency, which cannot be delayed. The Board may also decide to entrust other responsibilities to the Bureau, which it freely revokes or amends.

3) The Bureau's decisions that are taken as part of the responsibilities it has been delegated by the Board, bind the Federation.

4) The Bureau shall meet regularly every fifteen (15) days following the invitation of the Chairman of the Board. Extraordinary meeting will be held when deemed necessary by the Chairman or requested by two (2) members.

5) The invitation is served to members twenty-four (24) hours prior to the meeting and includes the items that will be discussed. Other issues, other than those mentioned in the invitation, are discussed only if decided by the majority of the Bureau.

6) The Bureau shall constitute a quorum when two (2) members are present and its decisions are taken by an absolute majority of those present. In the event that only two members of the Bureau are present for decision making, unanimity is required.

7) The Chairman is responsible for coordinating the Bureau's work and presiding over of its meetings.

8) Its discussions and decisions shall be recorded by the General Secretary in a special book.

Article 28: The Audit Committee

1) The Audit Committee consists of three (3) members and is elected by the General Assembly and the Board, with the same system and the same procedure; its three-year term coinciding with that of the Board.

2) Once elected, the Audit Committee forms as a body and elect its Chairman by secret ballot, who invites and presides over the meetings and all of its work.

3) The Audit Committee's work comprises of the continuous and systematic audit and monitor of the Federation's financial management.

4) The Audit Committee performs its duties collectively and during the performance of its work it has absolute initiative for investigation and audit. The Board, the General Secretary, the Treasurer and all of the Federation's bodies shall provide all their management, accounting and administrative books and records that are kept in accordance with the law and the statutes and any other record or document which it considers necessary for its audit.

5) The audit of books and records shall be conducted at the offices of the Federation. Removal thereof from the offices is prohibited.

6) At least one month prior to the ordinary General Assembly, the Audit Committee at a regular meeting shall undertake the project of auditing the ledger for the closing year. Based on the above records and balance sheet, which it promptly makes available to the Board, it prepares its report, which must be justified, clear, with comments, findings, conclusions and recommendations regarding the results of the annual accounting period in question. This report is submitted to the General Assembly.

7) The Audit Committee meets extraordinarily, whenever deemed necessary by the Chairman or two of its members, or by the Board of the Federation. The written application is submitted to its Chairman and must state the items for discussion. The Chairman convokes the Audit Committee to a meeting within five (5) days from the submission of the application, with the discussion items stated in the application. If the Chairman does not convene the Audit Committee by the above deadline, the meeting is convened by those who submitted the request. During any extraordinary meeting of the Audit Committee, the Board is obliged to provide any information that is requested, as in the regular convocation.

8) The Audit Committee shall constitute a quorum if at least two (2) members are present and the decisions are taken by an absolute majority of the members present. In case of a tie vote, the Chairman's casting vote prevails.

9) A minutes book is kept in which decisions and reports are recorded for the General Assembly. Dissenting opinions are also recorded in the minutes.

10) A member who is absent from two (2) consecutive meetings shall be declared in default and is replaced by the first substitute of the same combination, in accordance with provisions of Article 19 para. 4 of the statute, which applies accordingly.

11) The Audit Committee may request an extraordinary meeting of the General Assembly by submitting a written application to the Board, with regard to its exclusive competence, in accordance with Article 13 para. 2 case c of the statute.

12) The Chairman of the Audit Committee or his lawful replacement numbers and certifies the bills for collection before they are used.

Article 29: Representatives of the Federation

1) The representatives of the Federation in the tertiary professional organization (Confederation), to which it belongs, are elected by the General Assembly together with the election of the Board and the Audit Committee, with the same system and the same procedure. Its three-year term coincides with that of the Board and the Audit Committee.

2) The number of the Federation's representatives in the Confederation is proportional to the total number that voted in its General Assemblies of the unions - members for the election of its representative in the Federation; the said union - members have chosen the Federation in order to be represented via same in the Confederation to the extent determined by the tertiary organization.

3) During the election of Federation's representatives in the Confederation, only the representatives of unions - members who have chosen the Federation for their representation in the Confederation shall vote.

4) The above choice of the union - member binds it for the entire term of the representatives, whose representatives voted in the Federation's elections.

5) Potential representative in the tertiary organization may only be representatives of the above unions.

6) The election of representatives is conducted by a separate ballot, but at the same time as the election of the other bodies of the Federation.

Article 30 Elections

1) The elections for the appointment of the Board, the Audit Committee and representatives in tertiary organization (Confederation) are held every three (3) years.

2) Candidate combinations and individual candidates take part in the elections. Each combination must present a realization program of the Federation's objectives.

Article 31 Candidacies - Ballot papers

1) The Federation's Board decided on the date, place and time of elections. This is disclosed twenty (20) days prior to the election date with a written invitation to the unions - members and their representatives.

2) Candidacies are submitted in writing to the Board until the General Assembly commences the elections. Candidate combinations submit a joint statement stating their participation and the name of their combination. The joint statement is submitted by one combination candidate.

3) If candidacies are not submitted in combinations, candidates enter into a single ballot paper and their names are listed in alphabetical order.

4) The Board inspects the applications submitted before the election date and officially declares and announces the candidate combinations and any individual candidates and prepares the ballot papers.

5) Candidates that have not been declared by the Board can file an appeal to the General Assembly, which makes a definitive decision.

6) The candidates for the Board and the Audit Committee are included in the same ballot paper, but in a separate paragraph with an indication of which body they are candidates. Candidates for representatives in the tertiary organization are listed on a separate ballot paper. The ballot papers and envelopes used in the ballot must be uniform for each category.

7) The same member cannot run for the Board and the Audit Committee. The members of the Electoral Committee cannot be candidates for Federation bodies or representatives in the tertiary organization.

Article 32: Electoral Committee

1) The elections are conducted by the Electoral Committee, which consists of three (3) members and are elected by the General Assembly with the procedure and the electoral system referred to in Article 34 of the statute.

Along with the three (3) ordinary members, an equal number of substitutes are also elected, who replace any member that is unable to attend or refuses to fulfill his obligations as member of the Election Committee. If candidacies in combinations are not submitted, the Electoral Committee members shall be included in a single ballot paper listing their names in alphabetical order. Three (3) members and three (3) alternate members are elected according to the crosses they receive.

If candidacies in combinations are submitted, up to three (3) the preference

crosses must be place, while up to two (2) are required in the case of the single ballot paper.

2) The Chairman of the Electoral Committee is the representative of the Judiciary Authority, in accordance with the provisions of paragraphs 3, 4, 5 and 6 of Article 11 of L. 1246/1982.

3) A member of the Electoral Committee cannot be a candidate for a position for which the elections are being conducted.

4) The Board promptly delivers the electoral material to the Electoral Commission along with two tables of representatives, which are extracted from the members' register based on which the ballot is conducted: the first includes representatives of all unions - members, who will vote for the election of the Board and Audit Committee, and the second comprises of representatives of those unions - members that have chosen the Federation, for being represented in tertiary organization, who will vote for representatives in the Confederation. Prior to the commencement of the ballot, the Electoral Committee examines the authenticity of the above tables.

5) After examining and sealing the ballot box, the Electoral Committee conducts elections, respecting two ballot protocols: one for the election of the Board and Audit Committee and a separate one for the election of representatives in the tertiary organization, in which the names of the representatives - voters are entered in ascending order and are signed. At the end of the ballot, each protocol is closed and signed by the Electoral Committee.

6) The Electoral Committee ensures order during the ballot, so that it is conducted in a free and unbiased manner and to ensure the privacy. It removes any non-voter from the room and decides of any dispute or objection arising during the ballot on any related matters. It may allow Federation officials to enter the room to assist its work.

7) At the end of the ballot, after verifying that are no other voters, the Electoral Committee opens the ballot boxes, sorts the ballot papers and crosses by keeping respective sorting tables and declares the winners. The unsuccessful candidates are declared substitutes per combination.

8) The Electoral Committee prepares the relevant minutes, which are signed by all the members and Judicial Representative, and refer to the ballot, the sorting of the

ballot papers and preference crosses, the announcement of the winners, the complaints made, its decisions and any matter that arose during the elections. These minutes together with the copy of the registry, the tables of representatives, the ballot protocols and the remaining electoral material that was used in the elections are held at the County Court located in the seat of the Federation and copies thereof on file at O.F.A.E.

Article 33: Ballot procedure

1) The ballot for the election of members of the Board, Audit Committee and representatives of the tertiary organization is secret.

2) The election procedure comprises of two ballots in two different ballot boxes: the first concerns the election of the Board and the Audit Committee; all the representatives of all the unions-members cast their votes, whereas the second concerns the election of the representatives of the tertiary organization. In this case only the representatives of the unions-members that have chosen the Federation for their representation in the tertiary organization are entitled to vote.

3) Voting is always conducted with the presentation of the ID card or another official public document, which verified the identity of the representative - voter along with a copy of the vehicle license of registration, which is certified by a public authority within the last fifteen (15) days prior to the ballot and the special voting booklet, when this is issued. Until the voting booklet is issued, one may vote with their insurance booklet. The date that the voting took place is noted in the voting booklet or the last page of the insurance booklet noted by the Chairman of the Electoral Committee, who signs his name and places the Federation's stamp.

4) The preference crosses that are placed by the voter may be the equal to the members elected for each body or the number of representatives. If there are more, the ballot paper is calculated in combination and not by candidates.

5) During the counting and sorting of ballot papers and preference crosses, one representative from each combination, who will be determined by the combination, as well as representatives of individual candidates shall be permitted to be present. Also, by decision of the Electoral Committee, most or all candidates may be in attendance.

Article 34: Electoral system

1) The election of the Board, Audit Committee and representatives of the tertiary organization implements the electoral system under article 7 of L. 1712/1987.

2) The seats of the Board, Audit Committee and the number of representatives are allocated among the combinations and individual candidates according to their electoral power.

3) The overall valid ballot papers are divided by the number of seats on the Board or the Audit Committee or the number of representatives elected, increased by one unit. The quotient of this division is the electoral quota.

4) Each combination occupies as many seats on the Board or the Audit Committee and elects as many representatives as the electoral quota fits in the number of valid ballot papers received.

5) An individual candidate, who received the same or greater number of votes than the electoral quota, occupies one seat in the body for which he run for office, or is elected representative, provided he was a candidate for this position.

6) A combination comprising of fewer candidates than its designated seats occupies as many seats or elects as many representatives as its candidates.

7) The seats for the Board or the Audit Committee that have not been allocated pursuant to the provisions of the previous paragraphs, and the seats of the representatives that are not met according to the provisions of the previous paragraphs are distributed one at a time by order of size of the remaining combinations that have occupied at least one seat for the Board or the Audit Committee or have elected one representative pursuant to the distribution made in the previous paragraphs or have received ballot papers in excess of half the electoral quota as defined in paragraph 3 of this article.

A combination that received an absolute majority takes precedence in the distribution of the seats from the other combinations, as long as it has remaining ballot papers, regardless of the amount.

Combinations for the implementation of the provisions of the preceding paragraph are those whose number of candidates is at least equal to half the seats on the Board or the Audit Committee or the positions of the representatives as appropriate.

8) The seats that remain vacant or the representative positions that are not covered under the provisions of the preceding paragraphs shall be allocated one at a

time by order of size of the remaining balances in the combinations or candidates that their balances were not used in previous distributions.

9) Those that are not elected by any combination are considered substitutes according to the number of preference crosses received.

10) If there are combinations and candidates included in a single ballot, those who accumulated most crosses are elected first and the rest are elected in order of the number of crosses that they received; these are considered runners. In the case of the single ballot paper, the maximum number of crosses is five (5) for the Board and two (2) for the Audit Committee.

11) A tie will be broken by drawing lots.

Article 35: Committees

The Board of the Federation may decide on the establishment of Committees, in order to better examine, handle and promote various issues.

Article 36: The Federation as a member of overlying organizations and related associations

1) The Federation is a member of only one tertiary professional organization (Confederation) to which it is registered upon decision of the General Assembly.

2) The Federation is a member of the International Road Transport Union (IRU).

3) The Federation is a member of the Federation, TRANSFRIGORROUTE INTERNATIONAL

4) The Federation is a member of the Association, BSEC-URTA

Article 37: Resources

1) The Federation's Resources are:

a) registration fees and the unions - members' compulsory annual subscriptions;

b) proceeds from the Federation's movable and immovable assets;

c) proceeds from donations, inheritance, bequests and various events;

d) the unions - members' optional and extraordinary contributions;

e) proceeds from the concession of the distribution and sale of TIR carnets as well as the guarantees for the interstate transportation of international transport vehicles, pursuant to the provisions of the international contracts, the decisions of European Union bodies and the regulations of the secondary community law;

f) proceeds from the operation of various Schools of the Federation's vocational training and education and other services that it provides to operators (e.g. insurance services, VAT collection, etc)

g) proceeds from the issuance and distribution of digital signals, certificates, tachographs, licenses - cards etc and any other related item.

h) the interest on its bank deposits

i) generally every legitimate income, on condition that it is non bound and dependent on the Federation.

2) The amount of the registration fee and annual compulsory subscription fees and any other charges are determined by the Board.

3) Anonymous donations are not permitted.

4) The Federation may not engage in speculative activity and its assets are distributed among its members.

5) The Federation's annual financial period (fiscal) coincides with the calendar year.

Article 38: Books

1) For the proper operation and lawful management of the Federation's finances, the following books are kept; these are numbered and stamped by the Clerk of the Court of First Instance located in the seat of the O.F.A.E. prior to their initial use:

a) member (unions) register, which states, in numerical order, the corporate name, seat, number and date of the judicial decisions of their statute's approval or amendment, the registration and deletion dates, the number of registered members and the number that votes at the last elections;

b) the General Assembly book;

c) the Board meetings book;

- d) the Bureau meetings book;
 - e) the Audit Committee meetings book;
 - f) the treasury book, where all income and expenses are recorded in date order;
 - g) the asset register, where all the Federation's movable and immovable assets are recorded;
 - h) the protocol register.
- 2) Besides these books, other accounting or financial books are also kept, which are imposed by the Federation's financial status for accounting and financial soundness and completeness and numbered and certified bills of collection and payment orders. Moreover, it also keeps any other books and supporting records that are imposed by other laws or deemed necessary or useful by its bodies.
- 3) The Federation's unions - members and the overlying organization to which it belongs are entitled to be briefed on the contents of these books and records.

Article 39: Statute amendments

- 1) The General Assembly of the Federation decides on the amendment of the statute and shall meet for this purpose.
- 2) Decision-making requires a quorum of one half (1/2) of the representatives of unions - members of good financial standing and a majority of three-fourths (3/4) of the representatives present.

Article 40: Dissolution of the Federation

- 1) The Federation is dissolved:
 - a) when the number of its unions - members is reduced to less than six (6)
 - b) following a court decision, as defined by law
 - c) following the decision of the General Assembly that meets especially for this purpose and during which a quorum of one half (1/2) of the representative of unions-members of good financial standing is required and the majority of three quarters (3/4) of the representatives are present.

2) If the Federation is dissolved, the General Assembly decides on the appropriation of its assets. Under no circumstance shall the Federation's assets be distributed among its members.

Article 41: Stamp

1) The Federation has a round stamp. Its corporate name is inscribed on its outer region and the acronym "O.F.A.E." is inscribed in a triangle in the center.

2) For its foreign relations it uses a stamp that has the inscription "HELLENIC FEDERATION OF ROAD TRANSPORTS" and inscribed in a triangle in the center is the acronym "O.F.A.E. - GREECE" in two lines.

3) All of the Federation's forms shall state its corporate name in the Greek and English languages as stated above.

Article 42: Applicable provisions

1) For anything not provided for by this statute, the provisions of L. 1712/1987 and the relevant provisions of the Civil Code shall apply.

2) The statutory bodies of the Federation shall ensure, supervise and be responsible for the strict compliance of the provisions of the statute, demonstrating commitment to achieving the Federation's objectives and safeguarding and promoting the interests of the road freight and passenger transport operators' industry.

Article 43: Transitional provision

The provision of paragraph 1, article 16 of the Statute, which refers to a 7-member Board, will take effect from the next elections, that is the first elections following approval of this statute.

Up until these elections, the Federation will be managed by a 9-member Board, elected during the previous elections of June 26, 2011 and its supplementary elections of September 18, 2011. The Board has a full term of three (3) years. The 9-member Board shall constitute a quorum when at least five (5) members are present, however, in order to discuss matters other than those mentioned in the invitation, at least seven (7) members must be present and six (6) must agree. In all other respects, the provisions of this statute apply to the 9-member Board until the end of its term.

Article 44: Statute approval

Including this article the statute comprises of 44 articles. After amendments that were made, it was discussed, voted on and approved by the General Assembly of the union representatives - members of the Federation, which convened for this purpose in Thessaloniki on 3/31/2013, constituting a legal quorum and majority. The Board was authorized to request its approval from the competent court as set out by law.

This statute shall be effective, as amended, from the registration of the amendments in the book of unions of the Athens Court of First Instance.

Athens, March 31, 2013

CHAIRMAN OF THE BOARD

SECRETARY GENERAL OF THE BOARD

APOSTOLOS KENANIDIS

IOANNIS GEORGAKAS