

“STATUTES OF THE HELLENIC OLYMPIC COMMITTEE (HOC)”

Article 1

Legal Form - Name - Registered Office

1. The Hellenic Olympic Committee (HOC) is a non-profit legal entity of private law, subject to supervision by the Ministry of Culture and Sports.
2. HOC's operations are governed by the Olympic Charter, these Statutes and the Greek law.
3. In its international relations, HOC's name shall be translated in English as “Hellenic Olympic Committee (H.O.C)”.
4. HOC's registered office is in the Municipality of Chalandri.

Article 2

Mission - Responsibilities

1. HOC's mission is to develop, promote and safeguard the Olympic Movement in Greece, in accordance with the Olympic Charter.

2. HOC's mission and responsibilities include in particular the following:

(a) Ensuring the correct interpretation and effective implementation of the fundamental principles, values and rules laid down in the Olympic Charter, and monitoring and ensuring the effective implementation of the Olympic Charter in Greece.

(b) Promoting the fundamental principles and values of Olympism in Greece, in particular in the fields of sport and education. For this purpose, HOC (aa) promotes the dissemination of the Olympic education; (bb) promotes the integration of Olympic educational programmes in all educational levels, including in higher education; (cc) supports the operations of the Hellenic Olympic Academy by all available means; (dd) encourages the establishment of Olympic Museums and institutes which promote the Olympic Education, as well as sports, cultural and other activities and programmes relating to the Olympic Movement.

(c) Disseminating and safeguarding the principles of Sportsmanship, in accordance with the IOC Code of Ethics.

(d) Spreading the love for sport and the respect for the athletic and Olympic ideal among the young.

(e) Encouraging, supervising and supporting financially both high-performance sports and “sports-for-all” activities.

(f) Organising and implementing training programs for sport executives as well as seminars and events of all kinds, which promote the principles and values of Olympism.

(g) Implementing any actions and interventions authorised by HOC's Plenary Session, following a recommendation by its standing committees, and supporting by all available means the actions of the International and the Hellenic Olympic Academy or any other bodies seeking to disseminate the Olympic principles and values, in accordance with the IOC Olympic Charter.

(h) Developing and implementing actions and interventions against all forms of discrimination and violence in sport, as well as awareness-raising activities and society information activities intended to combat all forms of discrimination and violence in sport.

(i) Monitoring the implementation of the World Anti-Doping Code by all interested sports organisations; adopting and implementing doping prevention and elimination rules and policies in accordance with the rules and the principles of the World Anti-Doping Code and carrying out the roles and responsibilities assigned under this Code to the National Olympic Committees, in particular in terms of compliance with the requirements for participation in games, financial support to athletes and federations and management of anti-doping control results.

(j) Monitoring the implementation of the IOC Code in terms of preventing sports manipulation and informing athletes and sports federations of the Code's provisions.

(k) Encouraging and supporting measures relating to medical care and generally safeguarding and promoting the health of athletes.

(l) Subsidising and generally supporting the national sport federations and their members, by all available means, in developing, disseminating and promoting the Olympic sports and preparing the athletes who will represent Greece in the Summer or Winter Olympics, the European Games, the Mediterranean Games, the Youth Olympic Games or in any other continental or intercontinental events which are carried out under the auspices of the International Olympic Committee, the European Olympic Committees or the International Committee of Mediterranean Games, and offering financial support directly to athletes to support their preparation and participation in these games, following a positive opinion by their sports federations.

(m) Exercising the general management of all sports or other installations which are owned by HOC or licensed to HOC for use, including any fixtures and surrounding areas thereof, in particular the Panathenaic Stadium (Kallimarmaro), the Athens Olympic Aquatic Centre, the venue in Ancient Olympia and the Museum of Modern Olympic Games, the hotel unit located at Kifissias and Pantanassis Street, in Paradisos, Maroussi, and the building located at 4, Kapsali Street in Athens. In this context, HOC concedes the use of its stadiums and other installations to third parties for the purpose of organising games, conferences, cultural events, social events or other events of any kind, against the following consideration:

(aa) a fifteen percent (15%) withholding from the gross revenues of the user/organiser, if use of the installations is conceded for the purpose of organising sport games. HOC's Plenary Session, or the Executive Committee acting under authorisation by HOC's Plenary Session, may define a lesser consideration [lower than fifteen percent (15%)], by means of a reasoned decision, if use of the installations is conceded to sport clubs or federations that promote the Olympic sports,

(bb) a fifteen percent (15%) withholding from the gross revenues of the user/organiser, if use of the installations is conceded for the purpose of organising conferences and cultural, social or other events, unless HOC's Plenary Session, or the Executive Committee acting under authorisation by HOC's Plenary Session, defines a different consideration or sets a lump-sum fee instead of a rate over gross revenues, by means of a reasoned decision.

The above decisions of HOC's Plenary Session or Executive Committee, as the case may be, shall be issued in respect of each particular game or event, following a recommendation of the competent HOC department or standing committee.

To attain its own objectives and those of IOA, HOC concedes the use of its installations to Ancient Olympia free of charge, subject to the provisions of the Olympic Charter.

(n) Safeguarding its property rights over its real estate properties, by any lawful and effective means, including instituting court proceedings. In particular, HOC is responsible for ensuring:

(aa) the effective preservation and safeguarding of its property rights over the plot of land on which the Olympic Athletic Centre of Athens "Spyros Louis" (OAKA) is constructed, including any auxiliary or other sport installations;

(bb) that the right of usufruct over the "Georgios Karaiskakis" stadium is recovered by HOC upon expiry of its concession to the General Secretariat of Sports (GGA), and by GGA to "G. Karaiskakis SA", and

(cc) the effective preservation and safeguarding of its property rights over the installations hosting the International Olympic Academy (IOA) and the Museum of Modern Olympic Games in Ancient Olympia, as well as its property rights over all other sites in Ancient Olympia and Athens, including those in the areas of the Columns of the Olympian Zeus, Pagrati, Panathenaic Stadium - Agras Street or elsewhere.

(o) Participating through its representatives in the administration of the Olympic Athletic Centre of Athens (OAKA) in accordance with the applicable legislation.

(p) Issuing and distributing commemorative coins, medals, stamps and other objects on the occasion of the Summer and Winter Olympics, the European Games, the Mediterranean Games, the Youth Olympic Games or any

other continental or intercontinental games which are carried out under the auspices of IOC, the European Olympic Committees or the International Committee of Mediterranean Games.

(q) Issuing and releasing albums, special editions on the development and promotion of the Olympic Idea, the history of Olympism and sport in general, as well as informational material and other publications of all kinds.

(r) Conceding the use of its emblems, in accordance with Article 3 hereof, against consideration, following a reasoned decision of the HOC's Plenary Session or the Executive Committee acting under authorisation by HOC's Plenary Session, laying down the terms of such concession.

(s) Concluding sponsorship agreements with third parties (sponsors), whereby HOC obtains support whether in cash or in-kind (services) as a means to fulfil its objectives, granting in exchange the sponsors a right to use the HOC emblem/logo described in Article 3(3) or granting other benefits in kind/services, such as, by way of indication, tickets to the Olympic Games or to other events which are held under the auspices of the IOC, the European Olympic Committees or the International Committee of Mediterranean Games; making all necessary accommodation arrangements at the places where these games are conducted; or conceding the use of its installations for the organisation of conferences or other events of any kind. Such sponsorship agreements are validly concluded on the basis of a prior reasoned decision of HOC's Plenary Session or of the Executive Committee acting under authorisation by HOC's Plenary Session, clearly specifying the scope of the sponsorship, the obligations assumed by HOC in consideration for the sponsorship and the agreement's term of effect.

(t) Such other powers and duties as may be conferred on HOC by law, and such other powers and duties as may be conferred on the National Olympic Committees under the Olympic Charter.

3. HOC is exclusively responsible for:

(a) Making the final selection of the athletes who will represent Greece in the Summer or Winter Olympics, the European Games, the Mediterranean Games, the Youth Olympic Games or in any other continental or intercontinental games which are held under the auspices of the International Olympic Committee, the European Olympic Committees or the International Committee of Mediterranean Games.

(b) Designating the Greek city which may seek to host the Summer or Winter Olympics, the Youth Olympic Games, the European Games organised by the European Olympic Committees (EOC), the Mediterranean Games or any other continental or intercontinental games which are held under the auspices of the International Olympic Committee, the European Olympic Committees or the International Committee of Mediterranean Games, and supervising the organisation of these games, save as otherwise specified in the Olympic Charter.

(c) The Olympic Flame Lighting Ceremony in Ancient Olympia and the Olympic Flame Handover Ceremony, as well as for the Olympic Torch Relay in the Greek Territory, in relation to the Summer and Winter Olympics or such other events as may be designated by HOC's Plenary Session in an understanding with IOC.

(d) Licensing the use of HOC's symbol to the city that hosts the Olympic Games from time to time, subject to prior IOC approval.

(e) Issuing interpretative circulars to eliminate any doubts or uncertainties as to the interpretation and implementation of the provisions hereof, of HOC's decisions and rules of procedure, of the provisions of the Olympic Charter, of IOC's regulations and decisions or in relation to the rights, duties and obligations of each of the above organisations or on any other matters arising out of HOC's operations.

4. To carry out its mission, HOC may:

(a) undertake to implement or participate in the implementation of EU programmes, in cooperation with other National Olympic Committees or other international or non-international athletic organisations;

(b) enter into partnerships with non-governmental and/or governmental organisations, provided that the scope, terms and general framework of such partnerships are consistent with the principles and rules of the Olympic Charter; and

(c) make recommendations to the Minister of Culture and Sports or other competent Ministers on the adoption of legislative or administrative measures which serve HOC's objectives.

5. In order to manage and utilise its assets most effectively and fulfil its objectives, HOC may establish non-profit legal entities.

Article 3

HOC Emblems - Olympic Symbols

1. HOC has two distinctive marks - emblems, both approved by IOC: (a) its official emblem and (b) a second emblem/logo. Both emblems enjoy ongoing protection under the provisions of Law 4072/2012 (GG A, 86) in respect of both goods and services, as per the relative classification laid down in the Nice Agreement, as same was ratified by the Article One of Law 2505/1997 (GG A, 118).

2. HOC's official emblem is a combination of the cross of the Greek flag and of the five Olympic rings. The five Olympic rings are displayed in the upper part of the emblem, and the cross of the Greek flag in the lower part. In the upper part of the cross, the word "HELLAS" is displayed in white letters inside a blue frame. This emblem may not become the subject of any commercial or other exploitation of any kind, save with HOC's prior written consent.

3. HOC's second emblem/logo displays the five Olympic circles and right beneath them a column chapter, supported by a 7-stranded column, inside a rectangular frame. This logo may be used exclusively by HOC to its own benefit.

4. The Olympic emblem displaying the five rings and the Olympic flag, which are designated as Olympic Symbols in Law 1808/1951 (GG A, 129) and in the Nairobi Treaty on the Protection of the Olympic Symbol, as same was ratified by Law 1347/1983 (GG A, 47), as well as the Olympic Hymn, which was recognised by the IOC as an Olympic Symbol at its 55th session in 1958, and also the terms "Olympic", "Olympiad" and all relevant terms in Greek or any foreign language, the Olympic motto "Faster, Higher, Stronger" ("Citius - Altius - Fortius"), the Olympic Flame and any other symbol, emblem or mark which is recognised by the IOC as an Olympic symbol (hereinafter collectively referred to as the "Olympic Symbols") are the exclusive property of the IOC, which has an exclusive right to use, exploit and protect them. HOC is liable to adopt measures to protect the Olympic Symbols in Greece and to prohibit any unauthorised use thereof, as well as any use thereof which contravenes the values and principles of the Olympic Charter.

5. HOC may use the Olympic Symbols in the context of its non-profit activities, provided that such use (a) does not undermine their value; (b) contributes to the development of the Olympic Movement; and (c) is consistent with the Olympic Charter.

6. HOC's emblems and the Olympic Symbols may not be registered as trademarks by any natural person or legal entity. Any such registration shall be null and void. In case an application for registration is submitted in respect of a mark which is identical or similar to, or comprises any Olympic Symbol(s), the competent officer of the Trademark Office of the Ministry of Development, Competitiveness and Shipping shall essentially request HOC to provide an opinion on the matter, before assessing the grounds of inadmissibility of Article 139 of Law 4072/2012 and before issuing a decision.

Article 4

Administrative and managerial independence

1. HOC enjoys operational independence and full autonomy in the administration and management of its general affairs.

2. HOC is subject to supervision by the Minister of Culture and Sports, in accordance with Article 16(9) of the Constitution, only in terms of management of any ordinary or extraordinary government grants it receives.

3. HOC shall not request nor obtain binding instructions from any government or administrative bodies or any natural or legal person of public or private law. In carrying out its activities, HOC may request and accept proposals or recommendations from IOC.

4. HOC shall not be subject to any political, religious, racial, economic or other influence or intervention, whether governmental or otherwise.

Article 5

Financial independence and supervision

1. HOC has its own property and is financially independent.

2. HOC is annually subsidised from the regular budget of the Ministry of Culture and Sports for the accomplishment of its statutory purposes. By decision of the competent Minister, HOC may also receive extraordinary grants from the regular budget of the Ministry of Culture and Sports or other Ministries, each time for the purpose of meeting specific objectives.

3. HOC's regular financing from the State Budget does not exceed 50% of its annual budget. Therefore, HOC does not form part of the broader public sector or the General Government bodies.

4. HOC's Plenary Session is exclusively responsible for monitoring and controlling HOC's finances and administration, save for any financing which derives from the State Budget, as such financing is monitored by the Court of Audit in terms of lawful management.

5. HOC undergoes essentially on an annual basis a financial and administrative audit by a certified auditor or audit firm, registered in the Public Registry of the Hellenic Accounting and Auditing Standards Oversight Board ("ELTE"), pursuant to Article 14 of Law 4449/2017 (GG A, 7). Upon completion of the audit, an Audit Certificate/Report is drawn up both in Greek and English and posted on HOC's official website by care of HOC.

6. Within six (6) months from the end of each financial year, HOC is liable to post on its official website its financial information for the year ended. Exceptionally for the first fiscal year ending December 31, 2019, the period of the previous section is set at 12 months

Article 6

Resources

HOC's resources are:

(a) The annual regular or extraordinary special-purpose government grant referred to in Article 5(2). Such grant is deposited to a separate bank account which is held with a Greek credit institution specifically for that purpose, as per the applicable regulations.

(b) The amounts received from IOC, the Association of National Olympic Committees, the European Olympic Committees, the International Committee of Mediterranean Games, other National Olympic Committees, International Sports Federations and other International Athletic Organisations as part of its statutory operations.

(c) Proceeds from the Olympic Games, the Mediterranean Games, the Youth Olympic Games, the European Games and the European Youth Olympic Festivals held in Greece or abroad, on the basis of relevant agreements with the organisers.

(d) Proceeds deriving from the licensing of HOC's emblems to third parties as per Article 2(2)(r), as well as proceeds deriving from the licensing of the Olympic Games organiser symbol as per Article 2(3)(d) hereof.

(e) Subsidies from legal entities of public or private law, inheritances, bequests, donations from members or third parties, and all kinds of contributions or benefits in cash or in kind.

(f) General income generated by HOC's movable and immovable property, in particular income deriving from the exploitation of installations which are managed or operated by HOC.

(g) Proceeds deriving from the organisation of sports games and cultural, social and or other events.

(h) Proceeds deriving from the concession of the use of HOC's stadiums and other installations to third parties for the purpose of organising games, conferences, cultural, social or other events of any kind, as per Article 2(2)(l) hereof.

(i) Proceeds deriving from the operation of advertising spaces at HOC's sports installations, in accordance with article 56 of Law 2725/1999 (GG A, 121).

(j) Proceeds deriving from issuance and sale of special souvenirs and publications as per Article 2(2)(p) and (q). hereof.

(k) Proceeds deriving from sponsorship agreements as per Article 2(2)(s) hereof.

(l) Any other lawfully generated income.

Article 7

HOC Members

1. HOC's members are divided into those with voting rights and those without voting rights. Only voting rights members, and in the case of sport federations, their representatives, are eligible as members of the Presidium (President, 1st Vice President, 2nd Vice President, Secretary General, Treasurer) of HOC's Plenary Session, and of the Executive Committee. Also Presidents of all the HOC Commissions are elected among the above members, as well as the majority of the IOA and of the National Olympic Academy Board members).

2. HOC's members with individual voting rights are:

(a) IOC's members for Greece, if any, *ex officio* and for as long as they hold that capacity. If there are no IOC members for Greece, HOC's Plenary Session is lawfully comprised of the other HOC members.

(b) The national sports federations engaging in sports which are included in the official programme of the upcoming Summer or Winter Olympic Games (Olympic sports), provided that the following conditions are cumulatively met: (aa) They are officially acknowledged by the General Secretariat for Sport (GGA) in accordance with the applicable laws; (bb) They are acknowledged members of the respective international sports federation; and (cc) They meet the conditions set forth in the Olympic Charter. Each sports federation that meets the above requirements shall participate in HOC's Plenary Session through one representative and shall have one vote, even if it engages in more than one Olympic sport. The representative of each federation shall be elected, together with one deputy, by the federation's General Assembly (GA) no later than December 31st of the year preceding the one in which the Electoral Plenum referred to in Article 12 holds a session. Within the same deadline, each federation is liable to submit with HOC's Secretariat a legally certified copy of the GA resolution on the election of its representative and his/her deputy in HOC's Plenary Session. If this deadline lapses, HOC's Plenary Session shall constitute into body solely with the other members.

(c) Any athlete who has participated in the Summer or Winter Olympics and is elected, together with a deputy, by the Hellenic Olympians Association (ESOA). ESOA is liable to submit with HOC's Secretariat, by its own exclusive care, a legally certified copy of the GA resolution on the election of such athlete and his/her deputy, no later than December 31st of the year preceding the one in which the Electoral Plenum referred to in Article 12 holds a session. If this deadline lapses, HOC's Plenary Session shall only comprise the other members.

(d) Two (2) athletes, one male and one female, together with their deputies, elected by the members of the last delegation of the Summer Olympics, as members of HOC's Athletes Commission and representatives of that Commission in HOC's Plenary Session, no later than December 31st of the year preceding the one in which the Electoral Plenum referred to in Article 12 holds a session.

If this deadline lapses, HOC's Plenary Session shall be lawfully comprised of the other members. Eligible to be elected are any male or female athletes who have participated either in the last summer Olympics or in the last two (2) winter Olympics. The election procedure for such athletes shall be determined by HOC's Executive Committee (EC) at least two (2) months prior to the commencement date of the Summer Olympics. Within the same deadline, the relevant EC resolution shall be notified to the Leader and Deputy Leader of the Summer Olympics delegation, as well as to the national sports federations engaging in Olympic sports.

(e) Two (2) eminent personalities, one male and one female, with substantial contribution to sports and to the dissemination of the Olympic spirit, who shall be elected in accordance with Article 13 hereof.

3. The title "Representative of a National Sports Federation/ HOC member" in HOC's Plenary Session and the title "Elected HOC Member" are honorary and non-remunerated. The representatives of the sports federations and the elected HOC members are reimbursed for their travel, accommodation and board expenses, as well as for any other expenses required as part of the performance of their duties.

4. If the representative of a Sport Federation to the HOC Plenary Session, or an athlete of case c or d of paragraph 2 passes away, resigns or forfeits his/her title for any reason or cause, his/her deputy takes his/her place. The Federation, the Olympians Association or the last Summer Olympic Games delegation athletes, depending on the case, have to elect their new deputy member to the HOC Plenary Session. A Sport Federation, the Olympians Association or the last Summer Olympic Games delegation athletes have the same obligation of electing a new deputy in the case of his/her passing away, resignation or forfeiting title.

5. HOC members without a voting right are any national sports federations engaging in Olympic sports which fail to meet the requirements of paragraph 2(b), provided that they have not been integrated in another federation by virtue of special sports recognition, by decision of the Minister of Culture and Sports. Each such federation shall be represented in HOC's Plenary Session by one representative, who is elected, together with his/her deputy, by the federation's General Assembly, within the deadline provided for in paragraph 2(b). The representatives of sports federations - HOC members without voting rights are not eligible to be elected as members of HOC's Executive Committee or any other HOC committee.

6. If a sport is no longer an Olympic sport by decision of the IOC, then the sports federations/ HOC members engaging in this sport shall become members without voting rights as per paragraph 5, unless they also engage in another Olympic sport which entitles them to be members with voting rights according to paragraph 2(b). The right to vote is automatically forfeited: (a) as of the day following notification to HOC of the relevant IOC decision, if that decision was adopted after the Olympic Games in whose programme the sport concerned was included for the last time; or (b) as of the day following the closing ceremony of the Olympic Games in whose programme the sport concerned was included for the last time, if the relevant IOC decision was adopted before those Olympic Games.

7. Any sports federation wishing to become a HOC member shall submit with HOC's Executive Committee a request to that effect, along with documentation evidencing compliance with the requirements of paragraph 2(b). Such request, along with all relevant supporting documents, shall be entered for review and decided upon at the first sitting of HOC's Plenary Session to be held after the request is submitted, by care of the Executive Committee. If the request is filed after the deadline provided for in paragraph 2(b) lapses, then the sports federation concerned shall become a HOC member at the next session.

8. By decision of HOC's Plenary Session, a register of HOC members is created, which shall be posted (excluding home address information) on HOC's official website and shall serve as a reference point when HOC's sessions are convened. Such register, which will be kept by exclusive care of HOC's General Secretary, shall include the following information:

(a) in respect of any ex officio HOC members / IOC members for Greece: name and surname, father's name, home or residential address in Greece, email address;

(b) in respect of national sports federations/HOC members: name and registered office, the Olympic sports concerned, the ministerial decision granting special sports recognition, as well as name and surname, father's name, home address and e-mail address of their representatives and their deputies; and

(c) in respect of the remaining elected members, whether those are athletes or eminent personalities, and their deputies: title, name and surname, father's name, home address, e- mail address.

Article 8

Members' Tenure

1. The IOC members for Greece are permanent HOC members.

2. The representatives of the national sports federations and the elected members referred to in Article 7(2)(c), (d) and (e), as well as their deputies, shall be elected for a term of four years, starting as of January 1st of the year following their election and ending on December 31st of the year in which the next Summer Olympics are held.

3. The representatives of the national sports federations/HOC members, as well as the elected members referred to in Article 7(2)(c), (d) and (e) are freely re-elected.

4. Until the new HOC Plenary Session from time to time constitutes into body, the previous Plenary Session shall engage exclusively in monitoring the management of HOC's pending affairs by the Executive Committee and in handling any urgent matters, which could turn out harmful for HOC's interests unless promptly handled.

5. Term limit

(a) The HOC President has the right to serve as President for 3 terms only. If his age does not fall within the age limitations, he may be a simple Member of the Plenary Session, as a representative of a Sports Federation-HOC member, or under his capacity as an IOC Member.

(b) The Executive Board Members who complete 3 consecutive terms, do not have the right for a 4th term. They can return to an executive position after completing a term without being Members of the Executive Board.

The above provision does not refer to the IOC Member for Greece who is an ex officio Member of the Executive Board, in accordance with the HOC current Statutes, article 15, par. 2, subparagraph b

The term of office of the above provision is valid from the term 2021-2024

Article 9

Limitations and Impediments

1. Eligible to be elected as representatives of the sports federations/HOC members in HOC's Plenary Session and as HOC members are any male or female Greek citizens who meet the requirements of Article 7(2), as long as they do not fall under the limitations and impediments laid down in paragraph (2).

2. The following persons are not eligible to be elected as representatives of sports federations/HOC members in HOC's Plenary Session, or as HOC members:

(a) any persons who have not reached the age of twenty-one (21) years at the time they are elected; (b) any persons placed under exclusive or non-exclusive legal guardianship, in whole or in part, for as long as they hold such legal status;

(c) any persons who fall under the impediments of Article 3(1)(b) and (c) of Law 2725/1999 (GG A, 121), as well as any persons who have been irrevocably imposed any sentence for any criminal offence among those referred to in Article 8(1)(a) of the Code of Civil Servants (Law 3528/2007 (GG A, 26);

(d) any persons who have been imposed any sentence by IOC for any reason, in accordance with the Olympic Charter; and (e) any persons who have been sentenced by the Sportsmanship and Ethics Commission, throughout the term defined in the relevant resolution.

3. The following persons are not eligible to be elected as representatives of sports federations/HOC members in HOC's Plenary Session, or as HOC members:

(a) any sole proprietors engaging in the manufacture and/or trade of sportswear, sports footwear, athletic equipment or other athletic products, as well as any persons holding the capacity of general or limited partners in companies engaging in the same objects;

(b) the operators of sports betting agencies and their spouses. This excludes any Olympic champions who are licensed to operate sports betting agencies as per the provisions of Law 2166/1993 (GG A, 137).

(c) the shareholders of "Organismos Prognostikon Agnon Pododfairou SA" [Greek Organisation of Football Prognostics SA] (OPAP SA) or any company authorised to provide fixed-odds betting services as per Articles 45 through 50 of Law 4002/2011 (GG A, 180) and their spouses;

(d) the staff of the following bodies, whether permanent or employed on the basis of private-law agreements: (aa) the General Secretariat of Sport and any bodies supervised by it; (bb) any national sports federations being HOC members with or without voting rights; and (cc) any other Government bodies, legal persons of public law or organisations, 1st- or 2nd-degree self-government bodies engaging in athletic activities. This excludes any Olympic champions who have been appointed or seconded to these positions in accordance with the applicable laws.

Article 10

HOC Membership Forfeiture/Suspension

1. The IOC members for Greece shall automatically forfeit their status as HOC members, if they forfeit their capacity as IOC members for any reason or cause. If their status as IOC members for Greece is suspended, their status as HOC members shall be automatically suspended for as long as their IOC membership is suspended.

2. National sports federations shall forfeit their status as HOC members with voting rights, if they are dissolved or no longer meet any of the essential conditions of Article 7(2)(b) hereof. In this case, forfeiture shall be declared by resolution of HOC's Plenary Session confirming their dissolution or non-compliance with the requirements of Article 7(2)(b).

3. The representatives of sports federations/HOC members, as well as the elected members referred to in Article 7(2)(c), (d) and (e) shall forfeit their status as representatives of sports federations/HOC members, respectively, in the following situations:

(a) in case they die;

(b) in case they resign. On pain of inadmissibility, the resignation notice is essentially submitted in writing to HOC's Secretariat by the person concerned or by a legally authorised proxy and generates effects once it is submitted;

(c) if they no longer meet the eligibility requirements laid down in Article 7(2) or if they fall under any of the limitations or impediments laid down in Article 9. In these situations, forfeiture is declared by resolution of HOC's Plenary Session confirming non-compliance with the positive requirements of Article 7(2) or applicability of the limitations or impediments laid down in Article 9;

(d) by resolution of HOC's Plenary Session, as per paragraph 5(c).

(e) A HOC Member (whether holding an executive position or not) may hold office until 31st December of the year in which he reaches the age of 75

This provision shall be in force as of 1st January 2025

4. The representatives of sports federations/HOC members, as well as the elected members referred to in Article 7(2)(c) and (d), shall forfeit their status as representatives of the relevant sports federation or HOC members, as applicable, if they fail to attend (a) three (3) consecutive ordinary or extraordinary sessions of HOC's Plenary Session or (b) more than half (50%) the sessions in a single year, with no justifiable excuse. In these situations, forfeiture is declared by resolution of HOC's Plenary Session confirming the non-justifiable absence of the representative or member concerned. Such resolution is passed by a majority of two thirds (2/3) of the valid votes. HOC's Plenary Session resolution as above shall be issued following a written request by the interested party to provide explanations before HOC, which shall be notified five (5) business days in advance, if the interested party refuses explicitly or tacitly to provide explanations or if the explanations provided are unfounded, poorly substantiated or inadequate.

5. If any representative of a sports federation/HOC member or any elected member as per Article 7(2)(c), (d) and (e) fails to comply with the Olympic Charter, the IOC Code of Ethics, these Statutes, any resolutions or decisions of HOC's Plenary Session, the Executive Committee or any other HOC Committee or body, then, HOC's Plenary Session, subject to the principles of necessity and proportionality, shall impose one of the following sanctions:

(a) written rebuke;

(b) suspension of his/her status as representative or HOC member, for a period of one month up to one year; or

(c) forfeiture of his/her status as representative or HOC member.

The relevant HOC Plenary Session decision is adopted by a majority of two thirds (2/3) of the valid votes, after the person concerned has been summoned to a hearing at least five (5) business days in advance.

Article 11

HOC Bodies

HOC comprises the following bodies:

1. HOC's Plenary Session
2. The Executive Committee

Article 12

The Electoral Plenum

1. The HOC members appointed as per Article 7 shall hold a session from January 15th to January 31st of the year following the Summer Olympics (Electoral Plenum), by notice of the person responsible in this regard according to paragraph 3, which is served to the members at least ten (10) days prior to the session, in order to elect:

(a) the President and 1st and 2nd Vice-Presidents, the General Secretary and his/her deputy, the Treasurer and his/her deputy, and

(b) after they constitute into body, the President of the International Olympic Academy (IOA), the President of the Hellenic Olympic Academy (HOA), the Chairman of the Olympic Preparation Commission (OPC), the Chairman of the Olympic Torch Relay Commission (OTRC) and the Chairman of the Sportsmanship and Ethics Commission and his/her deputy.

2. The Electoral Plenum referred to in paragraph 1 is called into session by:

(a) the longest-serving IOC member for Greece/ *ex officio* HOC member,

(b) if there is no IOC member for Greece, the Chairman of the outgoing Plenary Session, if: (aa) he is a representative of a sports federation/member of the current Plenary Session or an elected member thereof; and (bb) he is not a candidate for the position of Chairman; and

(c) if the Chairman of the outgoing Plenary Session fails to meet the requirements of sub-paragraph (b), the longest-serving member of the Plenary Session. For the purposes hereof, the longest-serving member is considered to be the representative of a sports federation/HOC member of HOC or the elected HOC member with the highest number of full tenures. Lastly,

(d) if multiple representatives of sports federations/HOC members or elected HOC members have the same number of full tenures, then the eldest member among them.

3. The person empowered to call the Electoral Plenum shall declare its commencement and shall carry out the duties of chairman until a Chairman of the Electoral Committee is elected as per paragraph 10, who shall take over. Unless an appeal is lodged as per paragraph 4, a vote is conducted on the election of HOC's President, who shall preside also over the Electoral Plenum until the end of its session.

4. The list of HOC members and representatives of sports federations/HOC members having a right to attend and vote at the session of the Electoral Plenum shall be delivered to all members. In respect of national sports federations, such list shall be also delivered to their representatives, together with the notice to attend the session, at least ten (10) days before the session. Each member has a right to object to the list of members. On pain of inadmissibility, any such objection shall be lodged to HOC's Secretariat no later than seven (7) days before the session. HOC's Secretariat shall deliver a copy of the objection to the person concerned within twenty-four (24) hours, by any expedient means. The latter shall have a right to submit with HOC's Secretariat, within an exclusive deadline of three (3) days, written explanations or any other documentation which proves his/her right to attend and vote at the Electoral Plenum. The outgoing General Secretary shall review the assertions of the person concerned and the relevant documentation and shall render a written decision no later than twenty-four (24) hours before the session. The objector and the person concerned shall have a right to appeal against the General Secretary's decision before the Electoral Plenum. The appeal shall be lodged at the beginning of the session and shall be reviewed by the present HOC members in absolute priority. The person whose right to vote is contested shall have no right to vote on the validity of the appeal and shall not be considered in establishing quorum and majority.

5. A separate candidacy shall be submitted for each position, and a separate secret vote shall be conducted by a three-member Electoral Committee. The vote for the election of HOC's President shall be carried out in priority.

6. With the exception of the *ex officio* members of the Executive Committee and IOA, HOC's members and, in the case of sports federations, their representatives, are eligible as candidates for only one (1) Managerial post and one (1) post as Chairman in the Standing Committees referred to in paragraph 1.

7. The candidates for Chairman and General Secretary of HOC, and the candidates for Chairman of OPC and Chairman of OTRC shall have essentially served as HOC members or representatives of a sports federation/HOC member for at least one (1) full four-year tenure.

8. Candidacies for the posts of President, First and Second Vice-President, General Secretary and Treasurer of HOC, and candidacies for the posts of President of the IOA, President of the National Olympic Academy and Chairmen of the Standing Committees referred to in Article 19 hereof, with the exception of the Athletes Commission, shall be submitted in writing with HOC's Secretariat at least three (3) days before the session of the Electoral Plenum. HOC's Secretariat shall review the admissibility of all candidacies in accordance with the provisions hereof and shall deliver to all members a list of candidates with an "admissible" or "non-admissible" indication, as applicable, no later than two (2) days before the meeting.

9. On pain of inadmissibility, any objections against the eligibility of any candidate(s) shall be submitted in writing with HOC's Secretariat no later than twenty-four (24) hours prior to the session and shall be reviewed by the Electoral

Plenum before the Electoral Committee is elected. The Electoral Plenum shall render a decision after hearing the person concerned, unless the latter does not wish to exercise his/her right to a hearing. The candidate whose eligibility is contested shall not participate in the vote and shall not be considered in establishing quorum and majority.

10. The Electoral Committee, consisting of the Chairman and two (2) members, shall be elected by the present HOC members with voting rights. The candidates for any positions which are to be filled during the session of the Electoral Plenum described in this Article are not eligible as members of the Electoral Committee. The Electoral Committee, assisted in its work by HOC's Secretariat, shall supervise the overall electoral process, count the votes and announce the voting results.

11. Any voting procedure shall be valid if attended by at least half (50%) plus one (1) HOC members with voting rights. Voting by proxy or by letter is prohibited. Each vote shall be carried out by means of a single ballot paper on which the names of the candidates are displayed mechanically, by care of HOC's Secretariat. White ballot papers shall also be handed out, which shall only be considered in calculating the total number of votes cast. The candidate who received the absolute majority of all valid votes is elected. If no candidate receives the absolute majority of votes at the first vote, the vote shall be repeated and the candidate who received the fewest votes shall be excluded. In case of a tie between the lower number of votes, a second vote shall be carried out between the candidates concerned and the one who receives the fewest votes in that vote shall be excluded. In case of a second tie, the successful candidate shall be designated by draw. The same procedure shall be repeated until there are only two (2) candidates left. If there is a tie between the two (2) last candidates, a new voting shall be conducted between them. In case of a new tie, the successful candidate shall be designated by draw. Any objections raised during the election procedure shall be recorded in the session's minutes and shall be reviewed by the Electoral Plenum and decided upon through open vote. The same election procedure shall be carried out in respect of each of the positions referred to in paragraph 1.

12. Exceptionally for the Tokyo Olympic Games, which have been postponed for the year 2021, the plenary session of par.1 of this article will be held between the 15th and the 30th of September 2021. In case of cancellation of the Olympic Games, the above meeting will be held within thirty (30) days from the relevant official announcement of the International Olympic Committee. The term of office of all members of the Plenary Session elected after the Rio Olympic Games is extended until the aforementioned Electoral Plenum of the HOC.

Article 13

Second sitting of the Plenary Session

1. Within fifteen (15) days from the session of the Electoral Plenum of Article 12, HOC's President shall convene a new Plenary Session to elect:

(a) the eminent personalities referred to in Article 7(2)(e) hereof. On pain of admissibility, each candidacy shall be signed by three (3) HOC members with voting rights and shall be submitted with HOC's Secretariat no later than three (3) days before the session. Each HOC member with a voting right shall have a right to sign up to two (2) different candidacies.

(b) the remaining IOA members, save for the President and the General Secretary and the IOC members for Greece (if any), who are *ex officio* members of the IOA. The IOA candidates are nominated by the IOA President.

(c) the remaining members of the Board of Directors of the National Olympic Academy. The candidate Board members of the HOA are nominated by the HOA Chairman or by the present members of the Plenary Session with voting rights, provided that they meet the following requirements: (aa) at least four (4) candidates running for four (4) places in the HOA Board are HOC members with voting rights or representatives of sports federations/HOC members with voting rights, and (bb) at least four (4) candidates running for the remaining four (4) places in the HOA Board are eminent personalities from the broader sector of sports and education.

If any member of HOA's Board of Directors dies, resigns or forfeits their office for any reason or cause, the new member to be elected shall essentially hold the same capacity as the one replaced.

(d) the remaining members of the Committees referred to in Article 12(1), as well as the Chairman and the members of any other existing or future HOC Committee, except for the Athletes Commission.

(e) the Venue Managers.

The candidates for the positions referred to in sections (c) and (d) above shall be nominated by the President of HOC, the Chairman of the Committee concerned or by the present members of the Plenary Session with voting rights.

2. Nominations for the positions referred to in sections (b) through (e) above shall be submitted in writing before the relevant voting procedure begins.

3. The eminent personalities referred to in Article 7(2)(e) shall be elected through secret vote, as it is thoroughly described in Article 12(11), whereas the persons to hold the positions referred to in sections (b) through (e) of paragraph 1 shall be elected through open vote, by the absolute majority of the members present with voting rights.

Article 14

HOC's Plenary Session

1. The Plenary Session is HOC's supreme body. It is empowered to decide on any matters relating to HOC's mission and responsibilities, which are not subject to the exclusive competence of any other body.

2. The Plenary Session is exclusively competent to decide on the following matters:

(a) any amendment to HOC's Statutes;

(b) the election of the persons referred to in Articles 12 and 13;

(c) approval of HOC's financial report, budget and annual financial statements and reports;

(d) approval of the rules of procedure of HOC's Standing Committees;

(e) setting up Special Committees and regulating any matters pertaining to their operations, including approval of their rules of procedure;

(f) issuing interpretative circulars on the interpretation and implementation of its statutes and rules of procedure;

(g) any other matters expressly designated in the law or in these Statutes as falling within its exclusive competence.

3. The Plenary Session consists of the IOC members for Greece, the representatives of sports federations/HOC members and the elected members referred to in Article 7.

4. The Plenary Session holds regular sessions once (1) every month and extraordinary sessions whenever this is considered essential or at the written request of one-third (1/3) of its total voting members, for the purpose of discussing a specific matter which is clearly specified in the request.

5. The Plenary Session is convened by written notice of HOC's President, or if the latter is absent or impeded, of the 1st Vice-President, or if the latter is absent or impeded, of the 2nd Vice-President. Such notice is served to the members of the Plenary Session at least five (5) days before the session.

6. A Plenary Session is quorate and validly held if the members with voting rights attending at the beginning of the session are more than the absent members with voting rights. If no quorum is established, a second Plenary Session shall be held without notice at the same place, on the same day and time in the following week, on the same agenda. Such reiterative session is quorate if the present members with voting rights are more than one third (1/3) of the total members with voting rights.

7. Save as otherwise provided for herein, resolutions are validly adopted at a Plenary Session by the absolute majority of valid votes. Save for any election procedure, in case of halved votes the President shall have a casting vote.

Article 15

Executive Committee

1. The Executive Committee (EC) is responsible for:

(a) managing and handling HOC's day-to-day matters;

(b) deciding on any matters that fall within HOC's competence, on the basis of prior authorisation by the Plenary Session;

(c) filing recommendations to the Plenary Session on the approval of HOC's financial report and budget, as well as on the approval of HOC's annual financial statements and reports;

(d) proposing to the Plenary Session the establishment and operation of Special Committees and reviewing the recommendations of those Committees;

(e) drawing up the rules of procedure of HOC's Bureaus, sports or other installations and HOC's Standing Committees and coordinating their tasks;

(f) authorising expenditures relating to HOC's current operations, installations and construction works and conducting public tenders, with a value not exceeding the limits imposed by the Plenary Session from time to time.

2. HOC's Executive Committee is comprised as follows:

(a) the Chairman, The duties of EC Chairman are carried out by HOC's President *ex officio*. If the latter is absent or impeded, he is substituted by the 1st Vice-President;

(b) the IOC members for Greece, if any, who are appointed as *ex officio* members of the EC;

(c) the 1st Vice-President;

(d) the General Secretary; and (e) the Treasurer;

(f) the Chairman of the Athletes Commission.

If the agenda includes a matter which falls under the responsibilities of the IOA, the HOA or any HOC Committee, then the EC shall also comprise the President of the IOA, the HOA or the Chairman of the HOC Committee concerned, who shall only have a voting right in respect of that particular matter.

3. The Executive Committee shall be convened by its Chairman or, if the latter is absent or impeded, by the 1st Vice-President, at least once (1) every month. The relevant notice shall be sent to its members no later than two (2) business days before the session and shall essentially indicate the agenda to be discussed.

4. The Executive Committee is quorate if the members present are more than those absent. Resolutions are validly adopted by the absolute majority of the members present. In case of halved votes, the Chairman shall have a casting vote.

Article 16

President

The President of HOC or, if he is absent or impeded, the 1st Vice-President, shall:

(a) represent HOC in and out of court and before any judicial, administrative or other authorities, agencies or bodies, as well as towards any natural or legal persons of public or private law, whether in Greece or abroad;

(b) sign any agreements on behalf of HOC;

(c) supervise and control the proper functioning of HOC; manage its affairs and defend HOC's interests by any appropriate and lawful means;

(d) preside over HOC's bodies; (Plenary Session and Executive Committee); call them into session and define their agenda; chair their meetings and ensure that they are conducted in a lawful and effective manner; sign all agreements on behalf of HOC;

(e) sign HOC's official correspondence, whether individually or jointly with the General Secretary.

(f) sign, in the name and on behalf of HOC jointly with the Treasurer and the Head or another authorized employee of the Financial Department, the payment orders of the HOC, either by transferring amounts from bank accounts via web banking or via bank cheques or by any other legal means. With a decision of the Plenary Session and the assent of the President, this jurisdiction, may for specific procedures and in order to facilitate the HOC operations, be assigned to the Treasurer and his Deputy.

(g) sign, in the name and on behalf of the HOC statements of corporate credit cards up to an amount defined by a decision of the Executive Committee.

Article 17

General Secretary

The General Secretary shall:

- (a) supervise all HOC departments and staff;
- (b) ensure that all resolutions of the Plenary Session and the Executive Committee are promptly and effectively implemented;
- (c) carry out the duties assigned to him by decision of the President;
- (d) sign HOC's official correspondence, jointly with the President or individually under authorisation by the President.

Article 18

Treasurer

The Treasurer is responsible for:

- (a) preparing the previous year's financial report and the following year's budget and submitting them to the Plenary Session for authorisation together with the Executive Committee's report;
- (b) ensuring the proper implementation of HOC's budget;
- (c) signing in the name and on behalf of the HOC, jointly with the President and the Head or another authorized employee of the Financial Department, the payment orders of the HOC, either by transferring amounts from bank accounts via web banking or via bank cheques or by any other legal means.

Article 19

Standing HOC Committees

1. HOC comprises the following Standing Committees:

- (a) The Olympic Preparation Commission (OPC),
- (b) The Olympic Torch Relay Commission (OTRC),
- (c) The Sportsmanship and Ethics Commission (SEC),
- (d) The Athletes Commission (AC),
- (e) The Gender Equality Commission (GEC),
- (f) The Marketing Commission (MC),
- (g) The Sports and Environment Commission (SpEC).

2. The members of HOC's Standing Committees are appointed for a term equal to that of the members of the Plenary Session.

3. The Chairmen and the members of the Standing Committees are elected in accordance with Articles 12 and 13, except for (a) two (2) members of the OPC and one (1) member of the OTRC, who are appointed by the Athletes Commission, and (b) the Chairman and the members of the Athletes Commission, who are elected in accordance with Article 23.

4. Following a recommendation by HOC's General Secretary, the Executive Committee shall designate one (1) HOC employee as secretary of each standing Committee.

5. The position of member in any standing regular or other HOC Committee, including the positions of Chairman and Vice-Chairman, are honorary and non-remunerated.

6. The Standing Committees shall prepare and submit to the Plenary Session for approval, by care of their Chairmen, their rules of procedure and any amendments thereto.

7. The Standing Committees shall attend all meetings of the Plenary Session and shall inform its members on their work and activities, in particular about how the matters assigned to them by decision of the Plenary Session are handled and about their outcome.

Olympic Preparation Commission

1. The mission of the Olympic Preparation Commission (OPC) is to co-ordinate, organise, supervise, assist and support, by all available means, the preparation of the athletes or teams who are candidates, based on their performance and their overall progress and achievements, as per the athletic practice and reason, for participating in the Summer and Winter Olympics, the Youth Olympics, the European Games, the Mediterranean Games or other continental or intercontinental games which are held under the auspices of the IOC, the International Committee of Mediterranean Games or the Association of National Olympic Committees.

2. To attain its objectives, OPC:

(a) cooperates with the national sports federations comprising athletes who are preparing in order to qualify for the Olympic Games or in the other sports events referred to in paragraph 1;

(b) sets up an advisory body comprised of the national federal trainers and technical advisors designated by its members/sports federations, for the purpose of making recommendations and providing opinions on the best possible preparation of the athletes and teams that have joined the pre-Olympic team;

(c) sets up an advisory scientific team comprised of physicians from various fields of expertise (in particular physiotherapists, exercise physiologists, statisticians, sports psychologists, etc.), specialising in sports organisation and management, as well as scientists from various other fields of science, who can contribute to the preparation and coordination of the pre-Olympic training programmes;

(d) monitors and supervises the design and implementation of training programs intended to prepare the athletes;

(e) monitors the performance of any athletes and teams participating in national and international competitions, using an integrated computer system to track the progress and development of the athletes and teams that have joined or will be integrated in the pre-Olympic team;

(f) makes recommendations to the Plenary Session on the supply of financial or other assistance to the members of the pre-Olympic team, on the basis of the objective criteria set out in its Rules of Procedure;

(g) recommends to the Plenary Session any legal actions required to be taken before the competent authorities and agencies, for providing lawful leaves or other assistance to any athletes who work in the public sector or in the broader public sector, in order to prepare for and participate in competitions, in particular in any games which are essential to qualify for the Olympics;

(h) recommends to the Plenary Session the final composition of the teams and generally of the delegations which will participate in the Olympic Games or in the other sporting events referred to in paragraph 1, based on the criteria defined by the Plenary Session and the regulations imposed by the IOC, International Sports Federations and the Organising Authority of the Games. In case there is any dispute as to the gender of an athlete who is considered for participating in the aforementioned teams and delegations, the OPC shall follow and implement the applicable IOC rules.

(i) recommends to the Plenary Session the nominal, numerical and qualitative composition of each delegation's leadership, based on each event's objective requirements and the applicable rules imposed by the competent international bodies and the organisers, taking into account the formal and substantive qualifications of each member and their experience in managing and organising athletic delegations;

(j) proposes to the Plenary Session the selection criteria of any athletes who will be awarded scholarships as part of IOC's Olympic Solidarity Programmes;

(k) exercise such other powers as may be conferred on it by the Plenary Session by means of a special resolution.

3. To assist the Plenary Session in their work, OPC may recommend to the Plenary Session:

(a) the recruitment of HOC staff;

(b) the conclusion of collaboration agreements with external associates/technical consultants with scientific knowledge and/or substantial experience in Olympic preparation-related matters;

(c) the secondment to HOC, for the purpose of making available to the latter, of technical advisers serving in the public or in the broader public sector and having substantial experience, in terms of formal and substantive qualifications, in the Olympic preparation.

4. The Olympic Preparation Commission (OPC) comprises eleven (11) to fifteen (15) members, as follows:

(a) At least half (50%) plus one members, including the Chairman and the Vice-Chairman, are HOC members with voting rights or representatives of sports federations/HOC members with voting rights. The OPC Chairman is elected by the Electoral Plenum in accordance with Article 12, whereas the remaining members are elected at the second sitting of the Plenary Session as per Article 13. The Vice-Chairman is elected by the OPC members at the first session after OPC constitutes into body.

(b) The other members are selected and elected based on their past involvement in, and contribution to, sports and their expertise in matters pertaining to high-level sports competition. Two (2) of these members are designated by the Athletes Commission. The remaining members are elected at the second sitting of the Plenary Session as per Article 13.

5. To select the members referred to in paragraph 2 (b), HOC's President requests the sports federations/HOC members and the Athletes Commission to designate candidates and submit their CVs.

6. OPC's Rules of Procedure are authorised by HOC's Plenary Session within the first year after the Olympic Games following the enactment of this law.

Article 21

Olympic Torch Relay Commission

1. The Olympic Torch Relay Commission (OTRC) makes recommendations to the Plenary Session or the Executive Committee, provided it has been vested these powers by the Plenary Session, on the following matters:

(a) preparation and implementation of the Olympic Flame Lighting Ceremony in Ancient Olympia and the Olympic Flame Handover Ceremony;

(b) approval of the budgets and financial reports of the Olympic Flame Lighting and Handover ceremonies;

(c) preparation and implementation of the Olympic Torch Relay in the Greek Territory;

(d) consultations and official correspondence with the Organising Committees of the Olympic Games and any authorities responsible for procedural matters relating to the Olympic Torch Relay;

(e) selection of the Olympic Torch Relay Runners to run the part of the relay which takes place in the Greek Territory; (f) all relevant details, in particular the Olympic Flame Lighting and Handover Ceremonies rituals, the selection of the High Priestess and Priestesses, the selection of sponsors etc.

2. OTRC comprises eleven (11) members as follows: (a) ten (10) members, including the Chairman, are elected by HOC's Plenary Session. The OTRC Chairman is elected by the Electoral Plenum in accordance with Article 12, whereas the remaining members are elected at the second sitting of the Plenary Session as per Article 13. At least four (4) of these members, including the Chairman, are HOC members with voting rights or representatives of sports federations/HOC members with voting rights. The other members are selected and elected based on their past involvement in, and contribution to, sports and their expertise or substantial experience in matters relating to the Olympic Torch Relay.

(b) one (1) member is designated by the Athletes Commission.

OTRC shall elect its Vice-Chairman at its first sitting after it constitutes into body.

Article 22

Sportsmanship and

Ethics Commission

1. HOC's Sportsmanship and Ethics Commission (SEC):

(a) Imposes penalties on any persons for acting against the spirit of sportsmanship and against the fundamental principles and rules of sports ethics, in accordance with the applicable legislation, the Olympic Charter, the IOC rules and the regulations approved by HOC's Plenary Session;

(b) exercises such other powers relating to sportsmanship or to the principles and rules of sports ethics, as may be assigned to SEC by the law or by HOC's Plenary Session by means of a special resolution.

2. SEC addresses any matters that are brought before it following an eponymous complaint or by resolution of the Plenary Session. SEC's power to intervene *ex officio* includes in particular the following matters:

(a) use of prohibited substances or doping methods, confirmed by decision of the competent government authority;

(b) irrevocable referral, by means of a writ of summons or an indictment, and imposition of any sentence for sale or trade of prohibited substances and methods or other infringements of the applicable anti-doping laws; infringements of the applicable laws on addictive substances; sexual offences; sports violence offences; sports manipulation or match-fixing; active or passive bribery committed by sports agents; and forgery aimed at misleading the sports authorities;

(c) violations of the IOC Code on the Prevention of the Manipulation of Competitions;

(d) violations of the right of free participation in athletic activities;

(e) verbal or behavioural disrespect for diversity (race, colour, language, gender, religious / political or other convictions, etc.);

(f) violation of HOC's Statutes and rules of procedure for the purpose of gaining personal benefits or hindering participation in the management bodies of a sports organisation or obstructing participation in competitions;

(g) any other violations of the principles of sportsmanship, the sports ethics and the athletic code of conduct.

3. Within three (3) months of its establishment as per the provisions of these Statutes, SEC shall prepare and submit for approval to the Plenary Session, special Rules of Procedure (a) defining the terms "sportsmanship", "sportsmanlike", "Sports and Competition Ethics" and any other concepts relating to its tasks; and (b) laying down procedural rules, in particular with regard to the performance of preliminary investigations/interrogations, its particular powers, the hearing of the persons concerned, etc., which ensure (i) effective protection of fundamental rights and (ii) a fair and equitable judgement, consistent with the public notion of athletic justice.

4. SEC comprises five (5) members as follows:

(a) Three (3) of its members, including the Chairman, are HOC members with voting rights or representatives of sports federations/HOC members with voting rights.

(b) Two (2) members are eminent personalities, preferably law school graduates or graduates of other higher-education institutes, specialising in sports law.

5. SEC's Chairman is elected by the Plenary Session referred to in Article 12. The other members are elected at the second sitting of the Plenary Session of Article 13, whereas the eminent personalities are recommended by SEC's Chairman.

6. SEC meets with a three-member composition at the preliminary investigation phase, and with a five-member composition when examining a case in the merits and rendering a decision, in accordance with the specific provisions of the law and any regulations approved by the Plenary Session.

Article 23

Athletes Commission

1. The Athletes Commission's mission is to represent the athletes, express their views and present them to HOC.

2. The Athletes Committee is mainly responsible for:

(a) investigating any matters concerning the athletes and advising HOC accordingly;

(b) being actively involved in activities and programmes intended to combat doping and the use of addictive substances, by implementing initiatives and programmes which promote the "clean" athletes on and off the field of play;

(c) protecting the rights and interests of athletes and submitting relevant proposals and recommendations, including on the appointment of arbitrators in the International Council of Arbitration for Sport (ICAS); and (d) liaising with the IOC Athletes Commission and the Athletes Commission of the European Olympic Committees.

3. To carry out its mission, the Athletes Commission shall hold regular meetings at least once a year and extraordinary meetings whenever this is considered essential.

4. The Athletes Commission consists of nine (9) to fifteen (15) members/athletes, as follows:

(a) any Greek athletes being members of the IOC Athletes Commission and the Athletes Commission of the European Olympic Committees are *ex officio* members;

(b) two (2) members, one female athlete and one male athlete, are elected by the last delegation of the Summer Olympics in accordance with Article 7(2)(d);

(c) one (1) member is elected by the last delegation of the Winter Olympics in accordance with Article 7(2)(d), which applies *mutatis mutandis*;

(d) the remaining members are elected by the Hellenic Olympians Association (ESOA), in accordance with its Statutes.

Right after it is established, the Athletes Commission shall hold a meeting and elect its Chairman from among its members who were elected by ESOA.

5. Eligible as members of the Athletes Commission are any athletes who, at the time of their election:

(a) have reached the age of eighteen (18) years,

(b) have participated in the Summer and Winter Olympics. At least half (50%) of the members of the Athletes Commission must have participated in at least one of the last three (3) Olympic Games.

(c) have not been convicted of a doping offence, in accordance with the World Anti-Doping Code or for any of the offences set forth in Article 22(2)(b) hereof.

6. Both sexes shall be fairly represented in the Athletes Commission. The number of members of each sex shall represent at least one third (1/3) of its total members.

Article 24

Other Standing Committees

1. The Chairman and the members of the Gender Equality / Marketing / Sports and Environment Commissions are elected by HOC's Plenary Session at its second sitting referred to in Article 13. At the same sitting, the Plenary Session defines the number of members to comprise each Commission, following a recommendation by its Chairman, taking into account each Commission's particular mission.

2. Eligible as Chairman is any HOC member with voting rights or any representative of a sports federation/HOC member with voting rights. There are no restrictions as to the status or origin of any other members.

Article 25

Setting up of Special Committees

1. By decision of the Plenary Session, special Committees may be set up to examine and promote any scientific, athletic, cultural, technical or other matters relating to HOC's mission and responsibilities. The same decision shall regulate the responsibilities of each special Committee, as well as its term, composition and any matters pertaining to its functioning.

2. The special Committees shall be comprised of five (5) to nine (9) members, all elected by the Plenary Session. Eligible as Chairman is any HOC member with voting rights or any representative of a sports federation/HOC member with voting rights.

3. Following a recommendation by HOC's General Secretary, the Executive Committee shall designate one (1) HOC employee as Secretary of each special Committee.

4. The Plenary Session shall have a power to change the composition of or abolish any special Committees at any time.

Article 26

Press & Public Relations Office

1. HOC shall comprise a Press and Public Relations Office, staffed by two (2) active journalists specializing in sports reporting, members of the Journalists' Union of Athens Daily Newspapers (ESIEA), designated by decision of the Plenary Session following a recommendation by its Chairman. These journalists shall provide their services to HOC on the basis of service agreements entered for a term of one year, which is subject to renewal.

2. The Press & Public Relations Office's secretariat shall comprise HOC staff with experience in the field, designated by decision of the Executive Committee following a recommendation by the General Secretary.

Article 27

Venue Managers

The Managers of HOC's installations are responsible for:

- (a) supervising the operation of any installations under their responsibility;
- (b) monitoring the effective implementation of any decisions of the Plenary Session or the Executive Committee which concern the installations under their responsibility;
- (c) exercising such other powers as may be conferred on them by law or by decision of the Plenary

Session. Article 28

Dispute Resolution - Arbitration

1. Any disagreements or disputes arising among the members of HOC's Plenary Session or among the members of any standing or special Committees of HOC in relation to the interpretation or implementation of these Statutes, HOC's rules of procedure, the provisions of the Olympic Charter, any IOC regulations or decisions or in relation to the rights, duties and obligations of each of the above, or on any other matters arising from HOC's operations, shall be discussed and resolved in an amicable manner by HOC's Plenary Session. Any matters concerning specific national sports federations shall be discussed and resolved in cooperation and consultation with the competent international federations. HOC'S Plenary Session may issue interpretative circulars as per the terms of Article 2(3)(e) hereof, whether before or after any relevant disagreement or dispute arises.

2. By virtue of a decree to be issued by proposition of the Ministers of Justice, Transparency and Human Rights, Culture and Sports, following a recommendation and subject to a positive opinion by HOC'S Plenary Session, a standing arbitration body shall be set up in HOC to handle any disputes arising in the course of HOC's operation, which may be referred to arbitration in accordance with the applicable laws, including the decisions of the Plenary Session. The same decree shall also regulate the responsibilities, composition, organisation and functioning of this arbitration body and all other pertinent details.

3. Until the arbitration body referred to in paragraph (2) is established, any private-law disputes to arise between HOC and any HOC member(s) or between HOC and third parties, whether natural or legal persons, shall be resolved on first and second instance by the Ordinary Arbitration Division of CAS, in accordance with the Greek law and the specific terms of the CAS Code of Sports-related Arbitration, as the latter applies from time to time. After the arbitration body referred to in paragraph 2 is established, any such disputes shall be resolved on first instance by that arbitration body and on second instance by the Appeals Arbitration Division of the Court of Arbitration for Sport (CAS) in Lausanne, Switzerland, in accordance with the Greek law and the Code of Sports-related Arbitration, as the latter applies from time to time, following an appeal against the award of the arbitration body.

Article 29

Final Provisions

1. All deadlines set hereunder shall be calculated in accordance with the provisions of Articles 240 et seq. of the Civil Code. The last day of each deadline shall end upon expiry of the public service working hours, as applicable on that particular date. Upon lapse of that time, no document shall be assigned a reference number.

2. The provisions hereof regulating the constitution of HOC into body and the election and participation of its members in the Plenary Session shall take effect as of the next tenure of the Plenary Session, which shall begin on the day of the meeting of the Electoral Plenum as set out in Article 12 (12) hereof.

3. Any amendments hereto shall be adopted by the Plenary Session by means of a resolution passed in the presence of at least two thirds (2/3) of its voting members and by a majority of at least two thirds (2/3) of the valid votes. They shall be approved by the International Olympic Committee (IOC) and ratified by law.

4. These Statutes are fully consistent with the Olympic Charter and make explicit reference thereto. In case of discrepancies between the provisions of these Statutes and those of the Olympic Charter, the latter shall take precedence.

THESE STATUTES WERE AUTHORISED IN THEIR FINAL FORM BY THE 3rd PLENARY SESSION
DATED 2.11.2021 OF THE HELLENIC OLYMPIC COMMITTEE



SPYROS CAPRALOS
HOC PRESIDENT



EMMANOUIL KOLYMPADIS
HOC SECRETARY GENERAL