

(two stamp duties for the Court Buildings Fund of 1 Euro each)

AMENDMENT AND CODIFICATION
OF THE ARTICLES OF ASSOCIATION

OF THE CIVIL NON-PROFIT COMPANY

Under the name The Centre for Research on Women's Issues (CRWI) – Diotima

At Athens today, on 02/01/2021, the below contracting parties:

- a) Maria Liapi daughter of Ioannis, sociologist, residing in Athens, 15 Alkmanos street, holder of the Identity Card with number AN 540912, issued by the Syntagma Police Department and with T.I.N. 015781957, Nikaia Tax Office,
- b) Roxani Nikitoglou daughter of Georgios, psychologist, residing in Athens, 88 Fylis street, holder of the Identity Card with number AZ 507034, issued by the Exarcheia Police Department and with T.I.N. 042906600, D' Athens Tax Office,
- c) Maria Tzavara daughter of Serafeim, journalist, residing in Athens, 88 Fylis street, holder of the Identity Card with number AK 601132, issued by the Mandra, Attica Police Department and with T.I.N. 037626538, D' Athens Tax Office and
- d) Despoina Tsouma daughter of Nikolaos, legal adviser-communication specialist, residing in Athens, 57 Methonis street, holder of the Identity Card with number AI 672872, issued by the Exarcheia Police Department and with T.I.N. 021806776, D' Athens Tax Office,

agreed, entered into contract and mutually accepted the following:

I. By virtue of the private agreement dated 25-10-1989 which was lawfully published in the Books of Companies of the Court of First Instance of Athens with serial number 21692/89, was established by the first of the hereof contracting parties and by Dina Vaiou, Kyra Veniopoulou, Vasiliki Kotsovelou, Maria Repousi and Maria Stratigaki a Civil Non-Profit Company, under the name THE CENTRE FOR RESEARCH ON WOMEN'S ISSUES and with distinctive title DIOTIMA.

As **registered seat** of the Company was defined the city of Athens and in particular the house situated in 2 Kekropos street, the term was set out for ten years, commencing on 25-10-1989 and ended on 24-10-1999 and its objects was the undertaking of research programmes and feasibility and studies of which the social and economic content was concerning the position of women in Greece and Europe and relating the employment, the education, the training, the professional training, development, new technologies, the social and political representation of women.

The above articles of association were amended by:

- A) the private agreement dated 2-11-1990, which was lawfully published in the relevant books of the Court of First Instance of Athens with serial number 21412/90, by virtue of which was amended the article 11 relating to the management and representation of the company, which was delegated to the Management Committee consisted of the founding members of the company.
- B) the private agreement dated 23-12-1992 which was published in the relevant books of the Court of First Instance with serial number 19956/92, by virtue of which three out of seven partners left voluntarily the company
- C) the private agreement dated 24-10-1996, lawfully published in the said Court of First Instance and the relevant books with serial number 13006/1996, by virtue of which the capital of the company was increased from 700.000 Greek drachmas to 2.700.000 Greek drachmas and furthermore the objects of the company were extended, as described in detail in the said amending agreement
- D) the private agreement dated 22-12-1999, lawfully published in the relevant books of the said Court of First Instance with serial number 13682/1999, by virtue of which the address of the company's premises changed and the company was relocated to the building situated in 24 Nikis street (article 3), the term of the company changed from ten years to an indefinite period (article 5) and two of the partners left voluntarily the company (Maria Repousi and Vasiliki Kotsovelou).
- E) the private agreement dated 11/01/2011, lawfully published in the relevant books of the said Court of First Instance with serial number 538/2011, by virtue of which three new partners joined the company (Anna Vougiouka,

Maria Tzavara and Despoina Tsouma) and Aikaterini Kylakou left the company.

F) the private agreement dated 4/06/2018, lawfully published in the relevant books of the said Court of First Instance with serial number 233/2018, by virtue of which a new partner (Roxani Nikitoglou) joins the company and one of the partners, Anna Vougiouka leaves the company. In the said amendment are set out clarifications in article 3 regarding the registered seat of the company and addendums to the final provisions of article 15.

II. Yet, by this private agreement the fourth of the contracting parties, Despoina Tsouma, voluntarily leaves the company, in accordance with the terms and conditions which are set out in article 10 of the articles of association. The leaving party expressly declared that she does not wish for any payment of her contribution, as provided in article 8b of the present articles of association.

Then the three partners – Maria Liapi, Roxani Nikitoglou and Maria Tzavara entered into the contract and accepted the following:

Because of the numerous amendments of the company which hamper not only communication with third parties – whether they are Authorities, Official Bodies, whether they are Credit Institutions – but also its proper functioning, agree to be worded and codified the initial deed and the articles of association by the present contract and hereafter to constitute the applicable articles of association of the company.

CODIFICATION OF THE ARTICLES OF ASSOCIATION
OF THE CIVIL NON-PROFIT COMPANY UNDER THE NAME
THE CENTRE FOR RESEARCH ON WOMEN'S ISSUES – DIOTIMA

ARTICLE 1 ESTABLISHMENT

A civil non-profit company is established, within the meaning and the definitions of articles 741-784 of the Civil Code and is agreed that this company shall be governed by the following articles of association.

ARTICLE 2 COMPANY'S NAME

The name of the company is THE CENTRE FOR RESEARCH ON WOMEN'S ISSUES and the distinctive title: DIOTIMA- Centre for gender Rights and Equality

ARTICLE 3 REGISTERED SEAT

A. The company's registered seat in the Municipality of Athens of the Prefecture of Attica. The company's office shall be located at a leased space within the municipality of its registered seat. Today it occupies an office situated in 43^A Tritis Septemvriou Street. The company may change its offices within the limits of its registered seat, without any amendment to its articles of association being required for this change.

B. By decision of the company's Management Committee adopted by majority other offices may be established both in Athens and in other regions of Greece or abroad, so that the company address the functioning needs of its services and activities. Furthermore, by decision of the Management Committee, its registered seat may be transferred to other regions of Greece or abroad, always subject to lawful procedures and disclosures required.

ARTICLE 4 OBJECT – MEANS

The object of the Centre for Research on Women's Issues is:

A. The promotion of the gender equality at all sectors of the political, social and economic life, the prevention and fight against gender inequalities and discrimination, gender violence, social stereotypes and social stigma which lead the gendered subjects and especially women, to exclusion from equal political participation and activity, labour market, education, arts, culture, sport and society in general.

B. Stressing and projecting gender mainstreaming at all aspects of political, social and economic life.

C. The participation in initiatives and activities of the women and feminist movement in Greece and Europe, the cooperation and networking with bodies of Civil Society and non-governmental organizations (N.G.Os) which promote support actions for the gender equality and the fighting of gender discriminations and undertake actions for the prevention and elimination of violence against women.

D. Participation in support actions and institutional consultation procedures with competent official bodies (at local/regional, national, European and international level), as well as in institutional monitoring and assessment procedures where is provided the participation of organizations of civil society, and the submission of memorandums, submission of proposals and observations, etc., regarding draft laws, conventions, directives, action programmes, etc., which are directly or indirectly related to gender rights and gender equality issues.

Means for the achievement of the above objects are:

A. The undertaking and carrying out of programmes and studies for issues regarding gender issues, gender rights and gender equality in Greece and Europe and are related to employment and entrepreneurship, education, training, professional training, sustainable and alternative development, new technologies, social and political representation of women, violence against women, migration, social economy, reconciliation of professional and personal family life, interpersonal relations, etc.

B. The publication and announcement of findings of research, dissemination of results through information sheet and all digital and social Media, the organization of seminars, workshops, events, talks and lectures, as well as any other action resulting from the delegated works and which shall contribute to the attainment of the company's objects.

C. The development of tools, methodological instructions and alternative approaches for the integration of the gender perspective in all aspects of political, social and economic life.

D. The provision of legal assistance and psychosocial support services to survivors of gender violence and the performance of enhancement and prevention actions.

E. The provision of professional consulting and support services in order to overcome subjective and other difficulties, for the upgrading of skills and the promotion in the employment and self-employment of persons who have been unemployed or address difficulties of integration in labour market.

F. The carrying out of training programmes and seminars for the enhancement, the skills development and the training of professionals in view of the need for adopting a holistic approach for the prevention and address of gender violence cases.

G. The performance of actions regarding information, support and awareness of social environment and the competent local, regional and national or international official bodies.

H. The exchange, dissemination and transfer of relevant experience and technical expertise from other countries and mainly from member-states of European Union.

I. The participation in groups or networks of experts in issues concerning gender equality in the political, social and working life, as well as the participation in groups and lobbies which promote general or specific requests and proposals for gender equality and gender rights.

ARTICLE 5 TERM

The term of the company is set out for indefinite time period.

ARTICLE 6 CAPITAL

The capital of the company is set out for the amount of seven thousand nine hundred twenty (7.920,00) Euro – which corresponds to the amount of 2.700.000 Greek drachmas, a currency which was applicable at the time of its establishment – and was deposited by the founders of the company, equally by all partners.

ARTICLE 7 RESOURCES – ASSETS

The company's resources are formed by contributions of the partners, by government grants and subsidies, by European Union and other institutions grants, by donations, sponsorships, bequests of the partners and other third parties.

Each partner has to offer any possible contribution, knowledge and expertise on her behalf for the achievement of the company's object and perform any action in general which supports the attainment of the company's object.

ARTICLE 8 NATURE OF THE COMPANY

Because of the non-profit nature of the company is clarified that:

- a.** It is not allowed any profit distribution to its members or any profit interests payment, both during its running and its dissolution. Any economic surplus, resulting from the running of the company, shall not be distributed to its members but they constitute the company's assets and are disposed for the successful achievement of its objectives.
- b.** In case of dissolution, withdrawal or expel, the members waive their rights of contribution so that the contribution is disposed for the company's objects and in case of dissolution shall be disposed to any other public benefit purpose entity or institution of similar objectives.
- c.** For the attainment of its object and activities, the company may enter into contracts both with its members and with its associates or with any third party in view of the conclusion of a lawful working relation, always with a view to the fulfillment of its commitments and objectives.

ARTICLE 9 ENTRY OF NEW MEMBERS

The company may accept new members on condition that they agree and accept the articles of this private agreement. The entry of a new member and her participation in company's activities and decisions, is carried out by a decision of the Management Committee, which shall be adopted unanimously and in case of failure of decision adoption the vote of the administrator and founding members is of crucial importance.

ARTICLE 10 WITHDRAWAL OF MEMBERS

Any member may withdraw voluntarily from the company provided that she notifies her/his will in writing to the Management Committee. The Management Committee may discharge the member only if she has arranged all her commitments to the company, in accordance with the terms of this private agreement and all relevant provisions of the Civil Code.

ARTICLE 11 MANAGEMENT OF THE COMPANY

The supreme decision-taking body is the Management Committee, which consists of the existing members of the company.

The Management Committee decides on all issues regarding company's operation. In particular the Management Committee decides on the appointment of the administrator, the amendment to the company's object and the means used for attaining its object, the change of its registered seat, the entry of new members, the strategy regarding the attainment of the company's objects and on any other amendment to these articles of association.

The decisions of the Management Committee are adopted unanimously and in case of failure of decision-making the vote of the administrator and founding member is of crucial importance.

In case of failure or absence of the administrator, she may grant, by power of attorney or a special notarial deed – if required – a right of signature to any other member of the company or to more than one. In this case the company is validly liable under this signature, and next to this signature is completed the phrase by authorization or by proxy.

ARTICLE 12 DUTIES OF THE ADMINISTRATOR

1. The administrator represents the company towards any legal entity or natural person, in judicial or extrajudicial proceedings, with regard to company's relations and towards any Authority, Administrative, Judicial or any other.
2. The administrator is competent for the execution of decisions adopted by the Management Committee, for the management of company's affairs within the context of its decisions, without any special authorization required for this purpose. For example: the employment and dismissal of employees, the conclusion of agreements with associates etc.
3. The administrator shall sign the company's documents as well as the payment orders and the collection receipts.
4. The administrator coordinates the action of the members of the company, cares for the proper operation, takes care of its economic course, monitors the proper keeping of accounting books and the record of the company and is obliged to inform regularly the Management Committee on the course of affairs relating to the Management of the company.
5. For the purpose of proper operation of the company and the more sound fulfilment of its object, the Manager shall delegate or assign a part of its responsibilities or authorize any other member of the Management Committee so that she proceeds with actions for the benefit of the company and its object, on a case-by-case basis and for a defined time period, as defined by the current conditions. The assignment of the competence may be of a more permanent nature. The administrator shall not participate in the decision-making procedure and in all procedural action, which concerns personal issues and in particular especially issues relating to the conclusion or termination of an agreement with the company.

ARTICLE 13 ASSOCIATED- SUPPORTING AND HONORARY MEMBERS

1. The company may register more members, by their capacity as "Supporting-Associated member". The inscription of the above members is carried out without any charge, following an expressed will of them or/and following a recommendation by the founding members and their will. The competent body for the inscription of these members is the Management Committee.

2. The supporting-associated members, by supporting the goals, the initiatives and the actions of the company, fully accept its objects as well as the terms of these articles of association. They are entitled, following the shipment of a relevant invitation to participate in the meetings of the Management Committee without a voting right, to participate in company's activities in any way is deemed suitable – where appropriate – for the attainment of its object as well as to propose actions and take care of their promotion.
3. The company may propose the inscription as honorary members, to persons who belong to the Science, Culture and Art area or to any other area. Their inscription is also carried out without any charge, is proven in writing and with the registration in the Books of Minutes of the meetings kept by the company.
4. By their inscription, the honorary members, accept the company's object and the terms of these articles of association.
5. A register of supporting-associated as well as honorary members is kept in the Records of the company, under the administrator's or other authorized member's responsibility.

ARTICLE 14 DISSOLUTION-LIQUIDATION OF THE COMPANY

The dissolution of the company may occur following:

- A unanimous decision of the Management Committee of the partners
 - An assignment of the company's objects
 - A failure to the attainment of the company's objects
1. In case of the company's dissolution, for any reason, the company goes automatically into liquidation, As competent bodies for the liquidation are appointed all members of the Management Committee, who shall act jointly all the liquidation procedures, pursuant to the relevant provisions of the Civil Code.
 2. It is expressly agreed that the members shall not proceed with any withdrawal of their contributions. The contributions as well as any existing net profits and assets of the company shall be disposed, by a decision of the Management Committee, in favour of another organization or body of similar objects.

ARTICLE 15 FINAL PROVISIONS

1. During the term and the operation of the company, none of the members is substituted by any third party during her participation in the company's affairs, in the general or special duties undertaken by the present agreement, as well as in the rights and liabilities which belong to her, unless otherwise provided in these articles of association.
2. In case of death, bankruptcy, prohibition as well as in case of voluntary withdrawal or expel of a member of the company, the company shall not be dissolved but it continues to operate by its other members.
3. The company is obliged to keep books provided in the provisions of the Greek Tax Code as well as a Book of Minutes of the Management Committee.
4. By decision of the Management Committee is prepared the Internal Regulation, which, together with the provisions of these Articles of Association, of which consists the Annex, arranges in detail the operation of the company. Any amendment to the Internal Regulation of the company is decided by the Management Committee at any time the Committee considers that there is a need for its amendment.

ARTICLE 16

Any amendment to these articles of associations, in order to be valid, shall be signed by all its members and registered in the Books of Companies of the Court of First Instance of Athens. Any amendment to these articles of association is carried out only following a decision, which is adopted by absolute majority of its members.

In witness thereof, these articles of association were drafted by the signing partners, who read it and certified the acceptance of it by signing to six duplicates, one of which was received by all partners and the other two duplicates are intended for the competent Tax Office and the lawful publication in the competent Court of First Instance.

THE CONTRACTING PARTIES

Maria Liapi (signature)

(seal of the Tax Office)

Roxani Nikitoglou (signature)

PUBLIC TAX OFFICE

Maria Tzavara (signature)

D' (D'H') Athens Tax Office

Despoina Tsouma (signature)

Number of Deed 6012021

A DUPLICATE WAS RECEIVED

THIS DEED IS NOT CHARGED WITH ANY TAX
PURSUANT TO THE PROVISIONS OF LAW 1676/86

Athens, 10/02/2021

THE HEAD OF THE TAX OFFICE

ZOI LERGA

(signature)

TAX AGENT

(seal of the D' Athens Tax Office)

(seal of the Court of First Instance of Athens) (emblem)

HELLENIC REPUBLIC

COURT OF FIRST INSTANCE OF ATHENS

DEPARTMENT OF COMPANIES AND ASSOCIATIONS

DOCUMENTS RECEIPT REPORT
AMENDMENT

These articles of association of the Company under the name THE CENTRE FOR RESEARCH ON WOMEN'S ISSUES (CRWI) with Distinctive Title was received from us on 15-04-2021 and was registered in the books of THE COURT OF FIRST INSTANCE OF ATHENS with Registration Number R.N. 310742 and Filing Number D.N. 115/2021.

ATHENS, 15-04-2021

The Secretary

(signature) (seal of the Court of First Instance of Athens)

ROVOLI VASILIKI

TRUE COPY

ATHENS, 15/04/2021

The Secretary

(signature) (seal of the Court of First Instance of Athens)

ROVOLI VASILIKI

