

## INVITATION

(Pursuant to Art. 121 par. 4 of Law 4548/2018)

To the Annual Ordinary General Meeting of shareholders of the Societe Anonyme under the name "PROFILE SOCIETE ANONYME COMMERCIAL AND INDUSTRIAL INFORMATION TECHNOLOGY" and the distinctive title "PROFILE SYSTEMS & SOFTWARE S.A"

**General Commercial Registry 122141660000**

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The Board of Directors of the Societe Anonyme under the corporate name "PROFILE COMMERCIAL AND INDUSTRIAL INFORMATION TECHNOLOGY SOCIETE ANONYME" and the distinctive title "PROFILE SYSTEMS & SOFTWARE S.A" (hereinafter referred to for brevity reasons as the "**Company**") in accordance with the Law and its Articles of Association, hereby invites the shareholders of the Company **to an Annual Ordinary General Meeting to be held on Thursday, June 4<sup>th</sup> 2026, at 14:00 (EEST)**, at the registered offices of the Company's headquarters located in Nea Smyrni , Attica (199 Syngrou Avenue) for discussion and decision making on the following items of the agenda:

### **AGENDA ITEMS**

**Item 1:** Submission for approval of the annual Financial Statements (stand alone and consolidated) for the fiscal year 2025 (01.01.2025-31.12.2025), as well as the annual Financial Report for the said year.

**Item 2:** Submission for approval of the Management Report of the Board of Directors and the Auditors' Report on the annual Financial Statements (stand alone and consolidated) for the fiscal year 2025 (01.01.2025- 31.12.2025).

**Item 3:** Submission and presentation of the annual Report of the Company's Audit Committee for the fiscal year 2025 (01.01.2025-31.12.2025).

**Item 4:** Approval of allocation of results of the financial year 2025 (01.01.2025-31.12.2025), decision on the distribution (payment) of dividend and provision to the Board of Directors of the Company of the necessary authorizations.

**Item 5:** Approval of the overall management of the Board of Directors and discharge of the Certified Public Accountants of the Company from any liability for compensation for the activities of the closing fiscal year 2025 (01.01.2025-31.12.2025), as well as for the annual (stand alone and consolidated) Financial Statements of the said year.

**Item 6:** Election of an Audit Firm from the Public Registry for the statutory audit of the annual and half-yearly Financial Statements (stand alone and consolidated) for the current fiscal year 2026 (01.01.2026-31.12.2026) and determination of their remuneration.

**Item 7:** Approval of the remunerations, salaries and allowances paid to the members of the Board of Directors for the services provided by them during the fiscal year 2025 (01.01.2025-31.12.2025).

**Item 8:** Submission for discussion and approval by the Annual Ordinary General Meeting of the Remuneration Report for the fiscal year 2025 (01.01.2025-31.12.2025), in accordance with the provisions of Art. 112 of Law 4548/2018, as in force.

**Item 9:** Announcement regarding the election of a new non-executive member of the Board of Directors to replace a retired non-executive member of the Board of Directors in accordance with article 82 of Law 4548/2018, as in force.

**Item 10:** Election of a new Board of Directors of the Company and appointment of its independent members.

**Item 11:** Appointment of the Audit Committee, in accordance with the provisions of article 44 of Law 4449/2017, as currently in force.

**Item 12:** Determination - pre-approval of remunerations, salaries, and allowances of the members of the Board of Directors for the current fiscal year 2026 (01.01.2026-31.12.2026), as well as provision for the authorization for advance payment of remuneration to the above persons for the period until the next Ordinary General Meeting, in accordance with the provisions of Art. 109 of Law 4548/2018, as in force.

**Item 13:** Granting approval-permission, in accordance with the provisions of article 98, paragraph 1 of Law 4548/2018, as in force, to the members of the Board of Directors, the General Managers and the Directors of the Company for their participation in Boards of Directors or in the management of companies of the Group.

**Item 14:** Submission and presentation of the Report of the independent Non-Executive members of the Board of Directors for the fiscal year 2025 (01.01.2025-31.12.2025), in accordance with the provisions of Art. 9 par. 5 of Law 4706/2020, as in force.

**Item 15:** Approval of a share buyback program of the Company through Euronext Athens, in accordance with the provisions of article 49 of Law 4548/2018, as in force, and provision of relevant authorizations.

Should the quorum required by law for lawful convening on the items of the agenda is not reached, a Repetitive Annual Ordinary General Meeting will convene on **Friday, June 12<sup>th</sup>, 2026, at 14:00**, at the same place, with the same agenda items in accordance with the provisions of Art. 130 par. 2, of Law 4548/2018, as in force.

**Please note that no new invitation shall be published for this Repetitive Annual Ordinary General Meeting.**

According to Art. 121 para. 4, 124 and 128 of Law 4548/2018, as in force, the Company informs shareholders of the following:

#### **A. RIGHT TO PARTICIPATE AND VOTE**

Each share entitles the right to one (1) vote. Only physical or legal persons who have shareholder status at the beginning of the fifth (5th) day prior to the day of the General Meeting, i.e. on **30.05.2026 (record date)** are entitled to participate and vote in the Annual Ordinary General Meeting, initial or any Repetitive General Meeting. The above record date also applies in the case of the postponed or any Repetitive General Meeting, provided that the postponed or repetitive meeting is not more than thirty (30) days apart from the record date (Art. 124 par. 6 of Law 4548/2018).

Proof of shareholding status is made by any legal means and in any case based on the information received by the Company until before the commencement of the General Assembly or a certificate or other form of certification from the registry of the Societe Anonyme under the name "EURONEXT SECURITIES ATHENS S.A" under a former name "HELLENIC CENTRAL SECURITIES DEPOSITORY SOCIETE ANONYME" or through registered intermediaries as the case may be, in compliance with the provisions of the legislation (Law 4548/2018, Law 4569/2018, Law 4706/2020 and Regulation (EU) 2018/1212) as well as the Operating Regulations of the EURONEXT SECURITIES ATHENS S.A, as in force.

A shareholder may participate in the General Meeting based on confirmations or notifications of articles 5 and 6 of Regulation (EU) 2018/1212 provided by the intermediary, unless the Meeting refuses such participation for an important reason justifying its refusal in compliance with the applicable provisions (Art. 19 par. 1 of Law 4569/2018, Art. 124 par. 5 of Law 4548/2018).

It is noted that the exercise of these rights (participation and voting) does not require the blocking of the beneficiary's shares or the observance of any other similar procedure, which limits the ability to sell and transfer them during the period between the record date and the date of the Annual Ordinary General Meeting.

#### **B. MINORITY RIGHTS OF SHAREHOLDERS**

(a) At the request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors of the Company is obliged to include additional items in the agenda of the Annual Ordinary General Meeting, if the relevant request is received by the Board of Directors by **20.05.2026, i.e. at least fifteen (15) days before the Annual Ordinary General Meeting.** The request for the inclusion of additional items in the agenda shall be accompanied by a justification or a draft decision for approval by the General Meeting and the revised agenda shall be made public in the same manner as the previous agenda, by **22.05.2026, i.e. thirteen (13) days prior to the date of the Annual Ordinary General Meeting** and simultaneously made available to shareholders on the Company's website (see below), together with the justification or draft decision submitted by the shareholders as provided for in para. 4 of Art. 123 of Law 4548/2018, as in force.

(b) Shareholders representing one twentieth (1/20) of the paid-up share capital have the right to submit draft resolutions on issues included in the initial or any revised agenda of the Annual Ordinary General Meeting. The relevant application must reach the Board of Directors by **28.05.2026, i.e. at least seven (7) days before the date of the Annual Ordinary General Meeting**, and the draft resolutions are made available to shareholders in accordance with para. 3 of Art. 123 of Law 4548/2018, until **29.05.2026, i.e. at least six (6) days prior to the date of the Annual Ordinary General Meeting**.

(c) At the request of any shareholder submitted to the Company by **29.05.2026, i.e. at least five (5) full days prior to the Annual Ordinary General Meeting**, the Board of Directors is obliged to provide the General Meeting with the requested specific information on the Company's affairs, to the extent that these are relevant to the items on the agenda. There is no obligation to provide information when the relevant information is already available on the Company's website, in the form of questions and answers. Also, at the request of shareholders representing one twentieth (1/20) of the paid-up share capital, the Board of Directors is obliged to announce to the General Meeting the amounts paid during the last two years to each member of the Board of Directors or the Company's directors as well as any benefit to these persons for any reason or contract between the Company and them. In all the above cases, the Board of Directors may refuse to provide the information for a substantial reason, which shall be recorded in the minutes. Such a reason may be, under the circumstances, the representation of the applicant shareholders in the Board of Directors, in accordance with Art. 79 or 80 of Law 4548/2018. In the cases referred to in this paragraph, the Board of Directors may respond uniformly to shareholder requests with the same content.

(d) At the request of shareholders representing one tenth (1/10) of the paid-up share capital, which is submitted to the Company by **29.05.2026, i.e. at least five (5) full days prior to the Annual Ordinary General Meeting**, the Board of Directors is obliged to provide the General Meeting with information on the course of corporate affairs and the state of the Company's assets. The Board of Directors may refuse to supply the information for a substantial reason, which shall be recorded in the minutes. Such a reason may be, under the circumstances, the representation of the applicant shareholders in the Board of Directors, in accordance with Art. 79 or 80 of Law 4548/2018, provided that the respective members of the Board of Directors have received the relevant information in an adequate manner.

(e) At the request of shareholders representing one twentieth (1/20) of the paid-up share capital, voting on an item or items of the agenda shall be carried out by open vote.

In all the above cases, the applicant shareholders must prove their shareholder status and, except in the case of the first subparagraph of para. 6 of Art. 141 of Law 4548/2018, the number of shares they hold when exercising the said right.

Proof of shareholder status may be made by any legal means and in any case based on information received by the Company or a certificate or other form of certification from the Societe Anonyme under the name " EURONEXT SECURITIES ATHENS S.A." or the market

infrastructure of DLT, provided that it provides registry services, or through intermediaries as the case may be.

### **C. PROCEDURE FOR EXERCISING VOTING RIGHTS BY PROXY**

The shareholder participates in the Annual Ordinary General Meeting and votes either in person or through a proxy. Each shareholder may appoint up to three (3) proxies. Legal persons participate in the General Assembly by appointing up to three (3) physical persons as their representatives. However, if the shareholder holds shares of the Company which appear in more than one securities account, this restriction does not prevent that shareholder from appointing different proxies for the shares appearing in each securities account in relation to the General Meeting. A proxy acting for several shareholders may vote differently for each shareholder.

The proxy votes, in accordance with the shareholder's instructions, if any. Any non-compliance of the proxy with the instructions received does not affect the validity of the resolutions of the General Meeting, even if the vote of the proxy was decisive for the achievement of the majority.

The proxy holder is obliged to disclose to the Company, before the commencement of the Annual Ordinary General Meeting, any fact, which may be useful to the shareholders in assessing the risk that the proxy may serve interests other than those of the shareholder. Within the meaning of this paragraph, a conflict of interest may arise when the representative:

(a) is a controlling shareholder of the Company or another legal person or entity controlled by such shareholder;

(b) is a member of the Board of Directors or generally of the Company's management or a controlling shareholder of the Company or of another legal person or entity controlled by a controlling shareholder;

(c) is an employee or auditor of the Company or a controlling shareholder of the Company or of another legal person or entity controlled by a shareholder who exercises control of the Company;

(d) is the spouse or first degree relative of one of the natural persons referred to in subparagraphs (a) to (c).

The appointment and revocation or replacement of the shareholder's representative or proxy shall be made in writing or by electronic means and shall be submitted to the Company at least forty-eight (48) hours before the date set for the convocation of the Annual Ordinary General Meeting (i.e. no later than, **02.06.2026 at 14:00**) or, in the case of shareholders identified through intermediaries, through confirmations or notifications referred to in Articles 5 and 6 of Regulation (EU) 2018/1212 provided by intermediaries.

The Company has made available on its website (<http://www.profilesw.com>) the form used to appoint a representative or a proxy. This form is submitted completed and duly signed by the shareholder to the Investor Relations Department of the Company (199 Syggrou Avenue, Nea Smyrni, Attica) or sent by fax to fax 210-93.01.222 at least forty-eight (48) hours

before the convocation of the Annual Ordinary General Meeting, i.e. no later than **02.06.2026 at 14:00**.

The shareholder is requested to ensure the confirmation of the successful sending of the proxy appointment form and its receipt by the Company, by calling for this purpose during working days and hours at 210-93.01.200.

#### **D. AVAILABLE DOCUMENTS AND INFORMATION**

The information in para. 3 and 4 of Art. 123 of Law 4548/2018 and specifically the Invitation to convene the Annual Ordinary General Meeting of shareholders, the total number of shares and voting rights that the shares incorporate on the date of the invitation, the form that can be used to appoint a representative or proxy for his/her participation in the General Meeting, the draft decisions on each item of the proposed agenda, as well as the documents to be submitted to the General Meeting, are available in electronic form on the Company's website (<http://www.profilesw.com>) and in hard copy at the Investor Relations Department of the Company (199 Syggrou Avenue, Nea Smyrni, Attica).

Nea Smyrni ,the 13<sup>th</sup> of May 2026

The Board of Directors