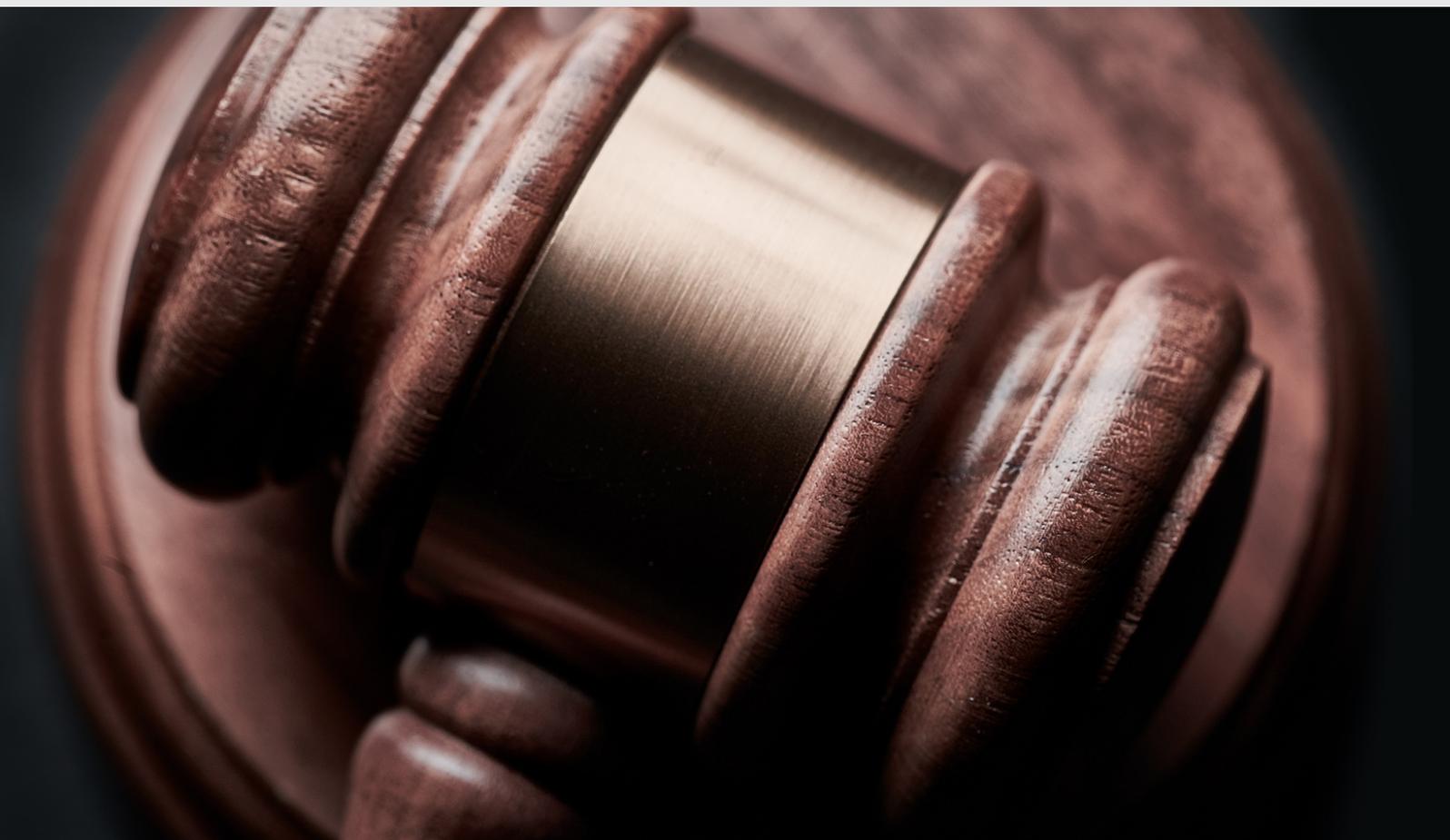




BAHAS, GRAMATIDIS & PARTNERS_{LLP}

Company Profile



In practice since 1970

Bahas, Gramatidis & Partners Law Firm traces its origins to the Law Office Marios Bahas back in 1970.

- In 1988, the original firm merged with Law Office Y. Gramatidis (in practice since 1978) to form Bahas, Gramatidis & Associates with the participation of Dimitris Emvalomenos (in practice since 1988) in 1990.

- In 2002, Bahas, Gramatidis & Associates merged with Law Office Athanassios Felonis & Associates (in practice since 1984) and with Law Office Spyros G. Alexandris & Associates (in practice since 1983) to form Bahas, Gramatidis & Partners.

- As of 2017, Yanos Gramatidis has been relocated in Nicosia, Cyprus, coordinating the activities of Justicia Advisory Ltd.

At the core of the Firm's practice is the representation of corporations, government agencies, financial institutions, investment banks, non-profit entities and individuals in complex financial and corporate transactions and litigation.



Dedicated to providing the highest quality legal services

We believe that, to serve clients effectively, a law firm must meet clients' needs for both today and tomorrow through a business-oriented, practical application of our diverse skills.

We believe that a lawyer must possess the foresight and intuition to assure clients of solutions that have the scope to meet individual needs, as well as future obstacles and opportunities. Our resources and business acumen allow us to anticipate changes in regulatory structures, market conditions and technological advances. We combine our legal skills with an understanding of the situation dynamics that identify ideas and create both challenges and opportunities for clients.

Our counsel then reflects on ways to adapt to and benefit from these changing forces. All our resources, including its network of international associates, are available to serve our clients' needs. We continuously monitor new legal and business developments and advise clients when their interests may be affected. We are committed to personal service to clients.

We exchange ideas and facilitate the development of creative solutions to clients' problems. Finally, we recognize that, while high quality is essential, our services must also be cost-effective and provide value. We are always pleased to discuss fees and billing procedures in advance of undertaking any assignment.

THE TEAM



Our personnel's scientific excellence, along with their high experience in all areas of law, their specialization in key sectors of interest to the business world in Greece and their dedication to providing the highest quality legal services, have turned our firm the last 20 years into one of the leading Law Firms in Greece.

Bahas, Gramatidis & Partners is governed by a Board of 5 Partners, namely: Mr. Marios Bahas, Mr. Yanos Gramatidis, Mr. Nassos Felonis, Mr. Dimitris Emvalomenos and Mr. Spyros G. Alexandris.

The scientific operational potential of the Firm also includes twelve Senior Associates and five Junior Associates, assisted by five Trainee Lawyers, three Of Counsel Lawyers, a skilled administrative personnel and a well-organized financial, accounting and tax consultancy department, ready to offer you legal advises and services of the highest level for all the legal issues you may experience.

FIELDS OF EXPERTISE



**50 years of
experience at
your disposal**

**COMMERCIAL
CORPORATE
COMPETITION
CREDIT FINANCIAL & BANKING
DATA PROTECTION & PRIVACY | IT
TECHNOLOGY
HUMAN RESOURCES
IMMIGRATION | GOLDEN VISA
INDUSTRY SECTOR
LITIGATION & ADR | DISPUTE MANAGEMENT
PRODUCT LIABILITY | SAFETY
PUBLIC SECTOR
REAL ESTATE**

COMMERCIAL

The Firm helps clients build their growth and business future through sophisticated commercial arrangements both domestically and internationally. We are particularly concerned about our clients' business assets as intellectual property, IT, data and codified commercial practices and recommend and implement privacy and safety protection measures. We apply our longstanding experience in contract, e-commerce, IP, IT and competition law to provide solutions to our clients' needs.

We have a dominant position in aircraft transactions and a particular and sound expertise in relation to banking & finance, but also to agency, distribution and franchise agreements, where the response of the business community in Greece and abroad has been impressive, thus making us a leading practice in this field.



CORPORATE

Bahas, Gramatidis & Partners' corporate team advises companies and businesses on a daily basis on all aspects of carrying business in Greece from corporate regulatory matters to regulatory compliance. The Firm has a long experience in Mergers & Acquisitions transactions having represented a long list of Greek and international clients. We advise on joint ventures between Greek and non-Greek parties, takeover bids and private equity investments.



COMPETITION

BGP specializes in the field for many years, with an experienced team handling a variety of relevant issues. Our long-term practice includes the consulting of known clients before contracting, numerous legal due diligence cases related to M&As or the listing of companies shares into stock exchange, court disputes, dawn-raid schemes of corporate groups and support during the same, legal opinions on a variety of relevant matters, etc.



CREDIT, FINANCIAL & BANKING

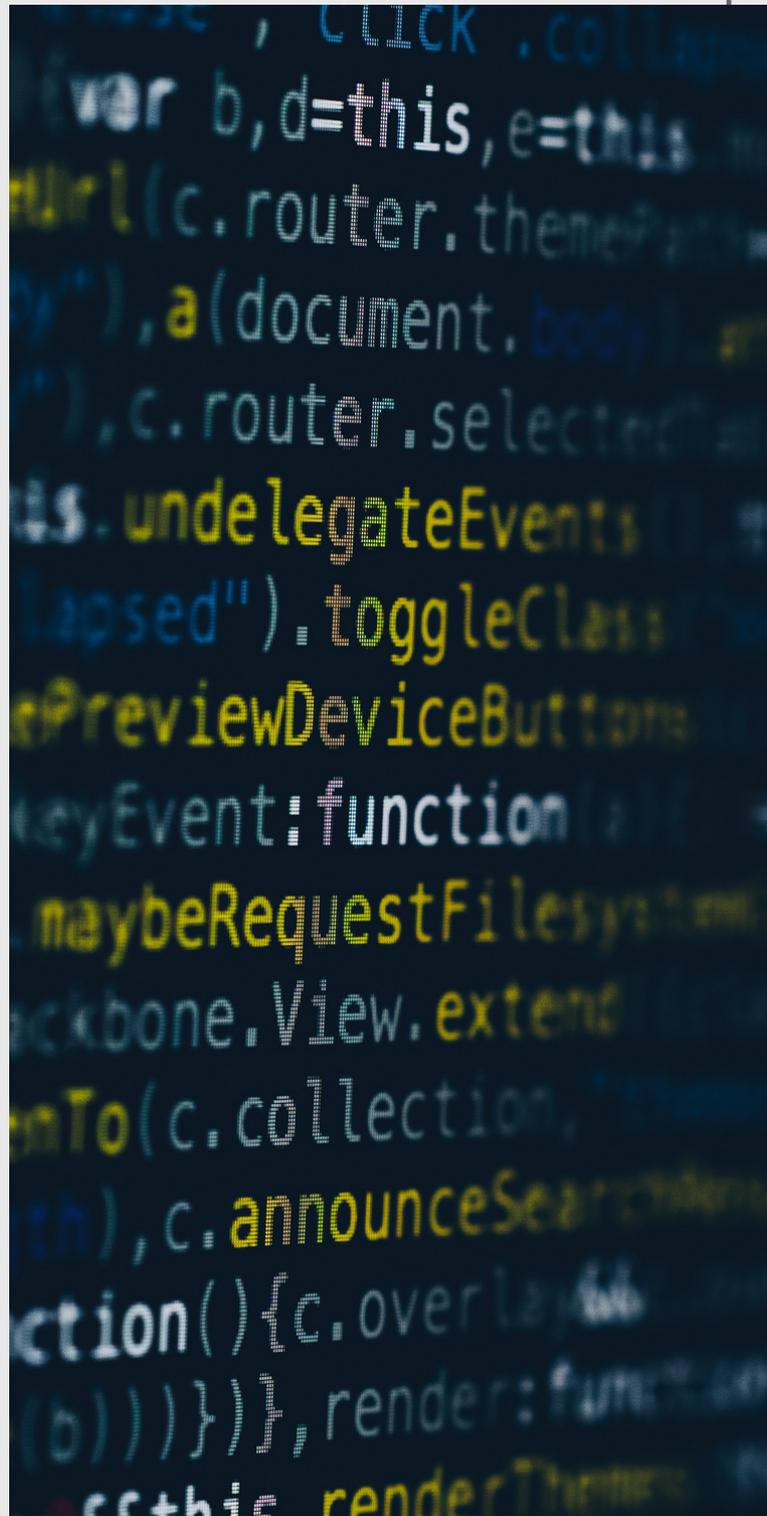
BGP is considered as one of the leading Law Firms in Greece. Our Senior Partner, Marios Bahas, has been the legal advisor of major Greek financial institutions and is considered as one of the most reputable and expertized attorneys in the field. Over the last 35 years, the Firm has been assisting high profiled companies and financial institutions in many complex and demanding cases, such as due diligences relating to the Athens Stock Exchange, financing of large projects with loans of various types, syndicated loans, various bond issues and advising banks and NPLs' managing companies on securitization projects.



DATA PROTECTION & PRIVACY | IT TECHNOLOGY

Bahas, Gramatidis & Partners has an extensive experience in advising companies, organizations and individuals on data privacy matters, such as the development of new products and services, the review /negotiation of data processor agreements, GDPR compliance, international data transfers, data subject access requests, privacy policies and safety measures, regulatory enforcement actions, use of cookies and online tracking, data breach incidents and litigations before Data Protection Authority /Courts.

BGP frequently involves counseling clients on various aspects of technology law, including e-commerce and online marketing, focusing particularly on issues arising from the use of new technologies and business models, general terms of e-commerce agreements, legal formalities regarding e-transactions and online marketing such as the e-signature, liability exclusion clauses, opt-in and opt-out mechanisms, consumer's right of cancellation/withdrawal in e-commerce transaction etc.



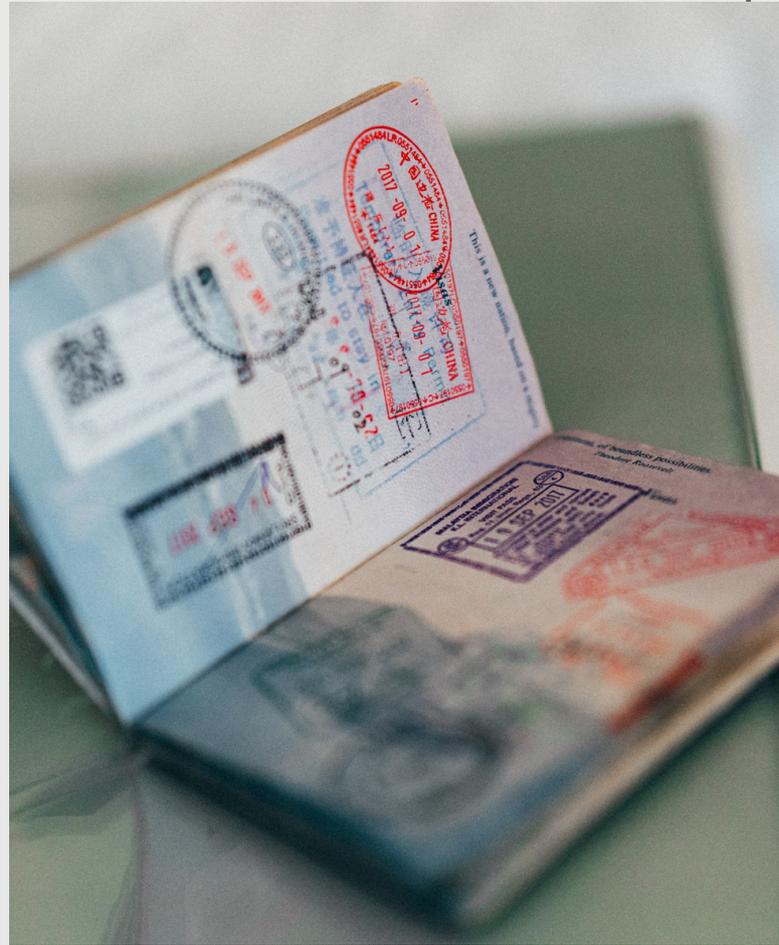
HUMAN RESOURCES

By the years we have consolidated our position as a leading employment law practice, gaining considerable profile on the international stage and acting for many notable clients in Greece and abroad.

IMMIGRATION | GOLDEN VISA

Bahas, Gramatidis & Partners Law Firm provides highest quality legal services, including solutions for all legal, financial, tax and technical issues regarding immigration and especially acquisition of residence permit in the frame of the “Greek Golden Visa” project.

Since 2014, we have helped approx. 4.500 third country citizens to obtain their residence permits and to enjoy the Golden Visa's benefits throughout Europe.



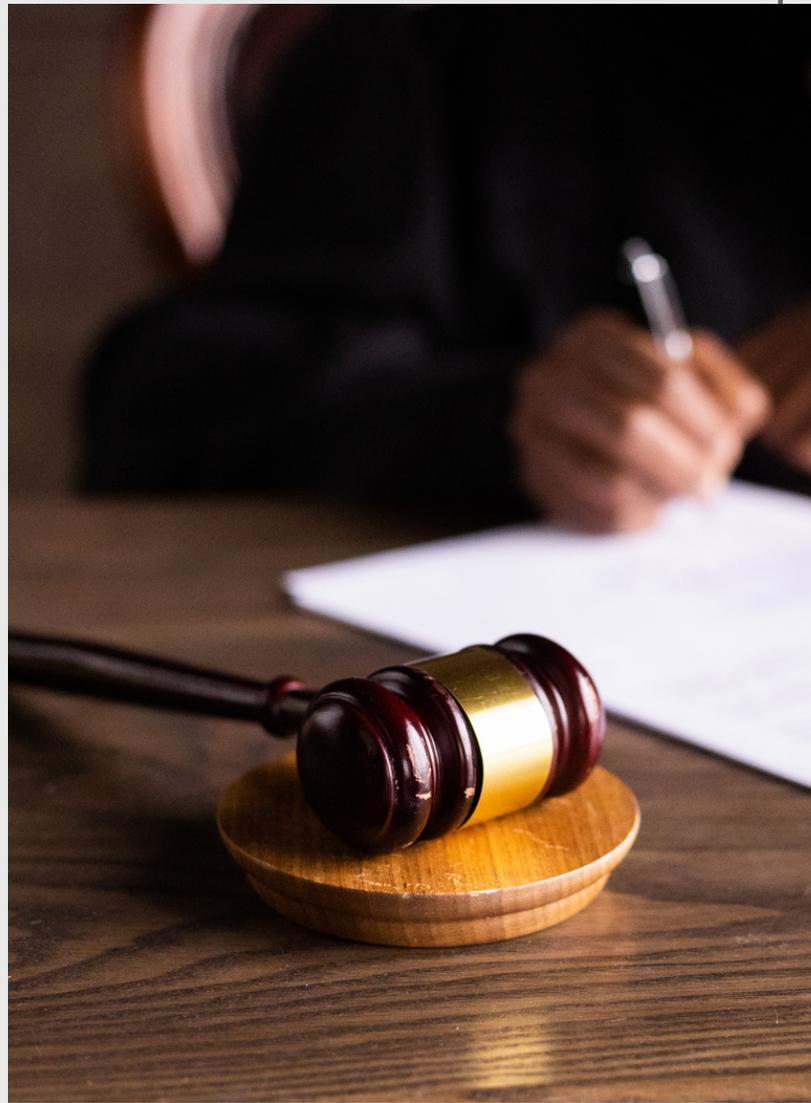
INDUSTRY SECTOR

Bahas, Gramatidis & Partners enjoys a unique reputation in industry sectors as Tourism, Travel and Leisure, Local Government, Sports & Entertainment, Banking, Energy and Privatizations. The Firm represented the Athens 2004 Olympic Games Organizing Committee in negotiating and drafting the hotel contracts with all the Athens area hotels for the needs of the members of the Olympic Family.

LITIGATION & ADR | DISPUTE MANAGEMENT

The Firm has a sound reputation worldwide for its Dispute Management performance. We are proud of the results we achieved for clients over the years and of the skills deployed by our Dispute Management team in producing those results. We have been capable of offering to clients a full litigation service, court representation and ADR management.

Especially regarding mediation, we fully provide relevant services as a recommended out of court dispute resolution procedure after the important law change of 2019. Our Firm's Partner Dimitris Emvalomenos, after a long term expertise in claims' negotiation and out of court settlements, has also become an Accredited Mediator in Greece and the UK, ready to provide his expertise to our clients.



PRODUCT LIABILITY | SAFETY

The Firm has a long term history and great expertise in the field. BGP has successfully dealt with highly demanding cases involving product liability claims especially in the aviation and automotive industries.

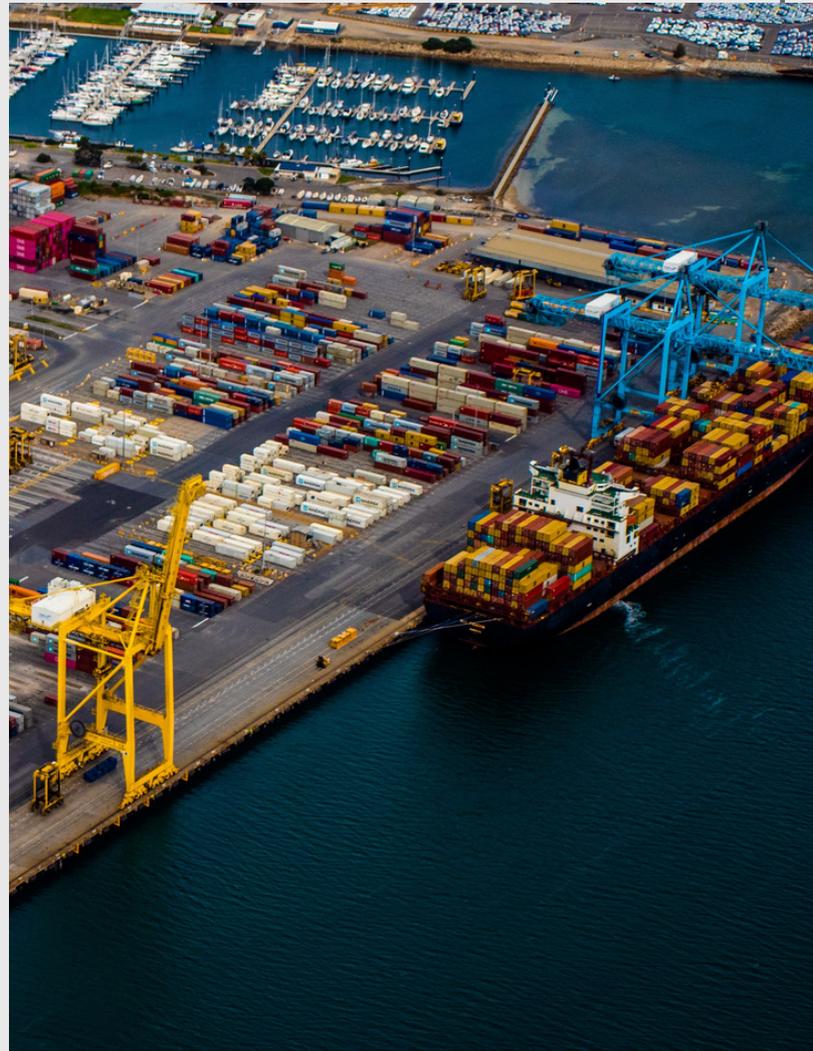
BGP assists on regular basis world known legal groups in product recalls and regulatory issues and opines on a variety of relevant legal matters.

Also, BGP has participated in periodical EU studies on the status of the P/L Directive. This specialization of BGP falls within its general knowhow on consumer law matters.



PUBLIC SECTOR

Bahas, Gramatidis & Partners has been busy for many years in the Public Sector. Among other work, we represented significant Greek and international clients on public procurement matters and we drafted the Code and the official Greek franchise terminology for the franchise association of Greece. We have also represented HRADF (Hellenic Republic Asset Development Fund) in the State Lottery privatization and in the privatization of public real estate. Bahas, Gramatidis & Partners offers a team of preeminent Lawyers for privatization projects and for the representation of corporations, business associations and public entities, before the Greek courts and the State Administrative Authorities.



REAL ESTATE

Bahas, Gramatidis & Partners is a leader in the Greek real estate market practice. The Firm represents a diverse client base including opportunity and investment funds, international and Greek developers, management companies, hotels and resorts, casinos and private individuals. Our services include structuring, negotiating and implementing real estate developments, acquisitions, sales, financing and regulatory compliance and registrations. The Firm has a particular expertise in hotel leasing, licensing & franchise transactions.

WORLDWIDE PRESENCE AND ASSOCIATIONS

Bahas, Gramatidis & Partners Law Firm has associated Law Firms in more than 105 countries worldwide and is an active member of major legal guides and groups.

AFFILIATIONS

World Law Group



International Society of Primerus Law Firms



Dispute Resolution International Organization (DRI)



EELA
European Employment Lawyers Association



EALA
European Aviation Law Association



EFL
European Franchise Lawyers



EJF
European Justice Forum



IADC
International Association of Defense Counsel



EDEKA
Greek Association of Employment and Social Security Law



SDEE
Association of Greek Law Firms



Association of Greek Commercialists



Banking Law Association



AEDEF
European Society for Banking & Financial Law



EODID
Athens Mediation & Arbitration Organization



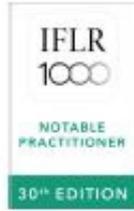
More details about our firm's affiliations at www.bahagram.com

CREDENTIALS

IFLR1000
30th Edition
Recommended Firm



IFLR1000
30th Edition | Dimitris
Emvalomenos - Notable
Practitioner in M&A



IFLR1000
Recommended Firm
2020



IFLR1000
2020 | Dimitris
Emvalomenos - Notable
Practitioner in M&A



**IFLR1000 - Financial &
Corporate / Recommended
Firm 2016**



The Legal 500
Leading Firm 2020



The Legal 500
EMEA 2019, Corporate,
Commercial & M&A /
Leading Firm 2019



M&A Today Global Awards
Product Liability / Law Firm
of the Year



Global Law Experts
Recommended Firm



**Corporate INTL Global
Awards 2021 | Banking &
Finance Law Firm of the
Year in Greece**



**Corporate INTL Global
Awards 2020 | Spyros G.
Alexandris - International
Commercial Litigation
Lawyer of the Year in Greece**



**Corporate INTL Global
Awards 2019 | Spyros G.
Alexandris - International
Commercial Litigation Lawyer
of the Year in Greece**



**Corporate INTL Global
Awards 2018 | Spyros G.
Alexandris - International
Commercial Litigation Lawyer
of the Year in Greece**



**Corporate INTL Global
Awards 2017 | Spyros G.
Alexandris - International
Commercial Litigation Lawyer
of the Year in Greece**



**Corporate INTL Legal
Awards 2013**



**Acquisition International
2014 - Most Established
Law Firm / Greece**



**Dispute Resolution
2014 - Product Liability
Specialist / Greece**



**Make Innovation Work
2014 - 1st Prize**



**Acquisition International
2014 - Sustained Excellence in
Corporate Law / Greece**



**Chambers Europe 2013
Ranked In**



**Chambers Europe 2013
Ranked In**



**Acquisition International
2013 - M&A Awards
Winner**



**Corporate INTL 2010
Global Awards - Product
Liability Advisory
Excellence / Greece**



More details about our firm's credentials at www.bahagram.com

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& PARTNERS^{LLP}**