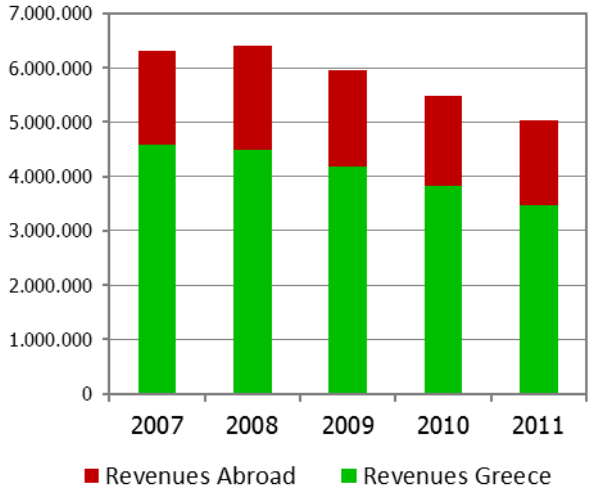
Website:	http://www.ote.gr
Bloomberg code:	HTO:GA
Reuters code:	OTEr.AT
ISIN code:	GRS260333000

COMPANY PROFILE

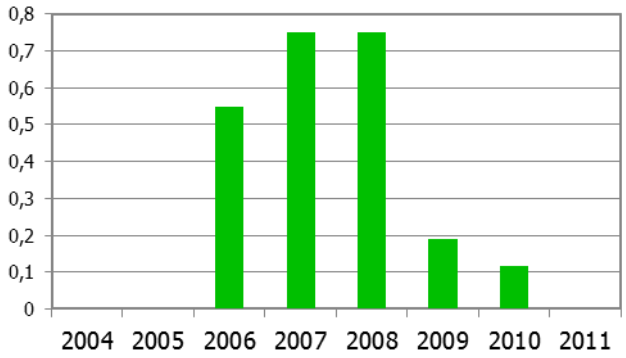
Consisting of the parent company OTE S.A. and its subsidiaries, the Group offers fixed-line (voice, broadband, data and leased lines) TV and mobile telephony services in Greece and Romania, as well as mobile telephony services in Albania, Bulgaria. OTE Group is also involved in a range of activities in Greece, notably in real-estate, satellite telecommunications and professional training.
Deutsche Telekom owns 40% and the Greek State 10% of the share capital of OTE.
OTE is listed on the Athens Stock Exchange and the London Stock Exchange. Following OTE's delisting from the NYSE, OTE's ADSs (American Depositary Shares) trade in the OTC (Over the Counter) market under the ticker HLTOY through the Level I ADSs program.

REVENUES ANALYSIS (in € 000)



OVERVIEW - TRADING DATA (data of period 01/01 -22/11/2012)			
Symbol:			HTO
Oasis Market:			MAIN MARKET
Market Cap (Mil. €): (22 Nov. 2012)			1.961
Shares Outstanding (Mil. €): (22 Nov. 2012)			490
Average Spread (%):			0,46%
Market Liquidity (%):			35,788%
Trading volume (no of shares):			382.566.202
Value of transactions (€):			964.630.700
Days to trade (1% of outstanding amount):			3,0
Turnover Velocity (Weighted):			144%
Historic Volatility	**30 days**	**60 days**	**90 days**
(annualised %)	55,49%	53,48%	63,90%

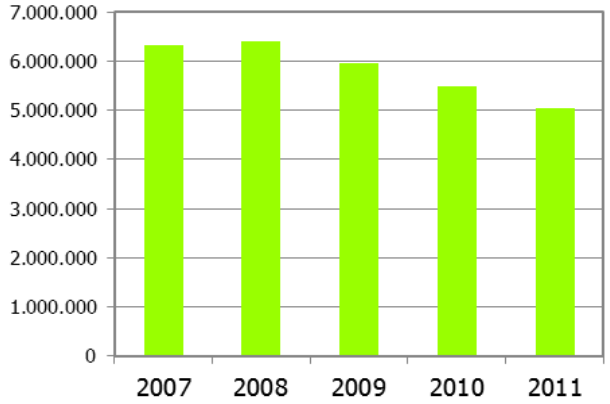
DIVIDEND POLICY-dps (in €)



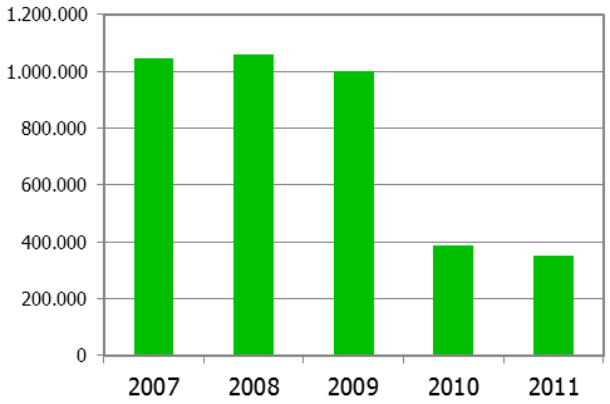
COMPANY'S PERFORMANCE

FINANCIAL OVERVIEW (consolidated) (in € 000)	2009	2010	2011
Sales	5.958.900	5.482.800	5.038.300
Gross profit	1.000.900	384.900	352.600
EBIT	1.043.000	384.900	352.600
EBITDA	2.198.300	1.747.900	1.662.800
Earnings before tax	790.000	99.900	115.100
Earnings after tax	407.600	-139.000	-13.600
Earnings per share	0,84	0,08	0,24
Total equity	1.884.100	1.652.600	1.757.300
ROE	21,63%	-8,41%	-0,77%

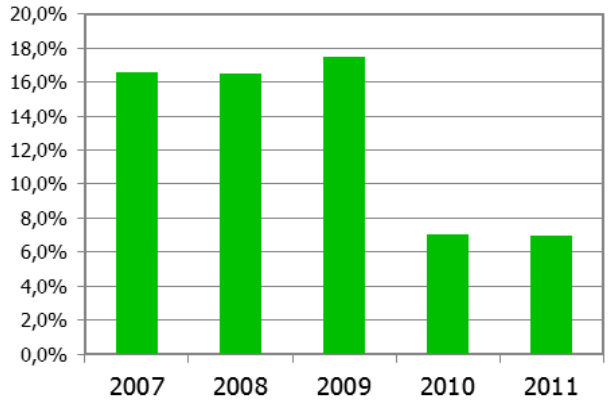
Revenues *(in € 000)*



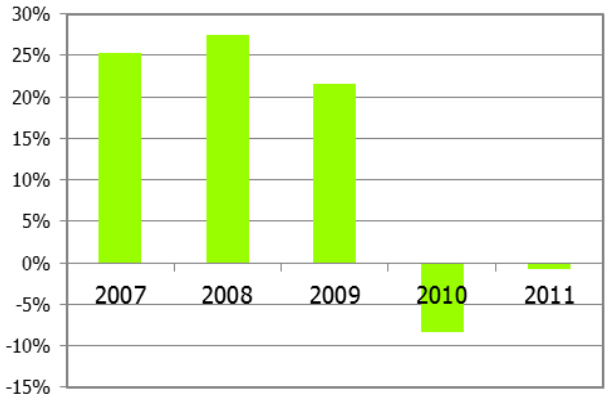
Gross profit *(in € 000)*



Operating Margin



ROE



MAJOR SHAREHOLDERS (>5%)	
Name	**%**
GREEK GOVERNMENT	10,00%
DEUTSCHE TELEKOM AG	40,00%
Total	**50,00%**

BOARD OF DIRECTORS	
Name	**Qualification**
Michael Tsamaz	Chairman / CEO / Executive
Dimitris Tzouganatos	Vice-Chairman / Non-Executive /Independent
Klaus Müller	Director / Non-Executive
Claudia Nemat	Director / Non-Executive
Charalampos Mazarakis	Director / Executive
Stathis Anestis	Director / Non-Executive
Nikolaos Karamouzis	Director / Non-Executive
Michail Bletsas	Director / Non-Executive / Independent
Panagiotis Tabourlos	Director / Non-Executive / Independent
Vassilis Fourlis	Director / Non-Executive / Independent
Timotheus Höttges	Director / Non-Executive

MANAGEMENT TEAM PROFILE

Michael Tsamaz

Mr Michael Tsamaz was appointed as Chairman and CEO of OTE on November 3, 2010. Mr. Tsamaz joined the OTE Group in 2001 and has been CEO of Cosmote Mobile Telecommunications SA since September 2007. Prior to Cosmote, he assumed a number of senior roles within OTE, contributing to the turnaround of its international activities. He has also served on the Board of Directors of many OTE and Cosmote subsidiaries. Prior to joining OTE, Mr. Tsamaz assumed marketing, sales and general management functions of increasing responsibility in multinational companies, including Vodafone Greece and Philip Morris Europe, building solid expertise in the telecommunications and consumer goods industries. Mr. Tsamaz holds a degree in Business Administration from the University of New Brunswick, Canada.

Dimitis Tzouganatos

Dimitris Tzouganatos, a lawyer with the Greek Supreme Court, was born on 1953 and he is Professor of Law at the University of Athens and a member of the Bar of Athens. He is a graduate of the Universities of Athens (LL.B., 1976), Tubingen/Germany (Dr. iur., 1982) and Michigan (LL.M., 1985). From December 1988 until June 2000 he worked as a lawyer. From October 2003 to July 2004 he served as Chief Legal Counsel in OTE Group and from July 2004 until June 2006 as a General Director of Regulatory Affairs of OTE S.A. Between June 1995 and March 1999 he was Member and, between October 2000 and October 2003, Chairman of the Hellenic Competition Commission (National Competition Authority). From July 2006 to January 2008 he served as Chief Legal Counsel of EFG Eurobank.

Klaus Müller

Klaus Müller, born in 1965, has been a member of the Deutsche Telekom Group since 1997. Currently he holds the position of Senior Vice-President for Strategy Execution and Performance Management in DT's Board Area Europe. Until September 2011 he was COO of DT's mobile telephony subsidiary in FYROM and Deputy CEO of DT's fixed-line subsidiary in FYROM. Prior to that he was Executive Vice-President for DT Group Regulatory Strategy and from 2000 – 2005 he served as Director of Magyar Telekom's Wholesale Division. Mr. Müller holds a Diploma in Economics and a PhD in Political Economics from Nuremberg University, Germany.

Claudia Nemat

Claudia Nemat, born in 1968, has been a member of the Board of Management of Deutsche Telekom AG since October 2011 and is responsible for the Board area Europe. Before joining Deutsche Telekom, Claudia Nemat spent 17 years working for the consultancy McKinsey&Company. In her last position there, she was responsible for the high-tech sector in Europe, the Middle East and Africa. In addition, Claudia Nemat was responsible for projects in the fields of information and communication technology integration (ICT), sustainable IT, as well as medical technology for international companies. As a consultant, Claudia Nemat also worked on corporate leadership and performance culture as well as on questions regarding the

influence of diversity on a company's performance. Claudia Nemat studied physics at the University of Cologne, where she also once taught at the department of theoretical physics and mathematics.

Charalampos Mazarakis

Mr. C. Mazarakis, 47 years old, has 20 years of professional experience, chiefly in senior management positions in Greece and abroad. Before joining OTE Group, on July 1st, 2012, as OTE Group Chief Financial Officer, Mr Mazarakis was Group Chief Financial Officer (CFO) of the National Bank of Greece, which is listed on the Athens and New York Stock Exchanges and from 2008 until 2010 he was Group Chief Financial Officer (CFO) and Member of the Group Executive Committee of TITAN Cement Company, which is listed on the Athens Stock Exchange. From 1999 to 2008 Mr Mazarakis served in various executive positions in Vodafone Group. Initially, he was Group CFO and Member of the BoD in Greece (1999-2006), then Chief Executive Officer (CEO) in Hungary (2006-2007) and in 2007 he returned to Greece as COO and Vice-Chairman of the BoD. During the period 1997-1999 he held the position of Finance Director and Member of the BoD at Georgia Pacific-Delica in Greece, while from 1992 until 1997 he worked as Financial Analysis Group Manager at Procter & Gamble, first in Athens and then in the European Headquarters in Brussels. Mr Mazarakis holds a Bachelor's degree in Business Administration from the University of Piraeus (with distinction) and an MBA from the Ohio State University, The Fischer School of Business (with Wielder Scholar), where he was Teaching Assistant in Finance. He has been listed among the 30 most distinguished CFOs in Europe below 40 years old (2002, CFO Europe magazine).

Stathis Anestis

Mr Anestis was born in 1952 and he is an Electrical Engineer. He first worked at OTE in 1979 as a Telecommunications Technician. He worked in the field of telecommunications systems constructions of Long Distance and International Communications. He served as Secretary General and Chairman in the Greek Telecom Employees' Federation (OME-OTE), participating in many committees for the examination of human resources' evaluation and business organization systems. As an employee's representative he participated in the Economic and Social Council of Greece in Brussels (Telecommunications Team) and in the International Federation of Employees in Posts and Telecoms, where he was responsible for SE Europe. He served as Chairman of OTEplus, and was also Manager in OTE Asset Management-Consulting. From 2002 to 2004 he served as Chairman of the Organization of Personnel Security of the Greek Public Power Corporation. Since 2006 he is member of the Executive Committee and of the Board of the Greek General Union of Employees. During the same time he has served as Deputy Secretary General and Press and Public Relations Secretary.

Nikolaos Karamouzis

Mr. Karamouzis was born in 1952 and holds a BSc in Economics from the University of Piraeus, Greece, an MA in Economics from the American University Washington D.C., USA and a PhD in Economics from the Pennsylvania State University, USA. From 1988 to 1992 he served as Deputy Director of the Foreign Exchange Division of the Bank of Greece and from 1992 to 1993 as Director of the same Division. He was also a member of the Monetary Policy Committee of the Bank of Greece. From 1993 to 1995 Mr. Karamouzis served as Deputy Governor of ETBA Bank S.A. and from 1995 to 1999 as a Deputy Governor of National Bank of Greece. Today, he is member of the Board of Directors and Deputy Chief Executive Officer of Eurobank EFG as well as Chairman of Eurobank EFG Cyprus Ltd (Cyprus). He is also Vice-Chairman of Eurobank EFG Property Services S.A., EFG Istanbul Securities S.A. and Eurobank Tekfen A.S. (Turkey), as well as member of the Board of Directors of EFG Private Bank Luxembourg S.A. Mr. Karamouzis is also Vice-Chairman of the Board of Directors of Association of Greek Tourism Enterprises (SETE), a member of the Board of Directors of the Hellenic Federation of Enterprises (SEV), of Global Finance S.A. and of CHIPITA S.A. He is also Chairman of the High Level Committee on Markets and Capital of the Hellenic Banking Association. Finally, Mr Karamouzis is a full-time Professor at the University of Piraeus, Department of Banking and Financial Management.

Michail Bletsas

Michail Bletsas is a Research Scientist and the Director of Computing at MIT's Media Lab where he has been working since 1996. He was one of the founding members of the "One Laptop Per Child" initiative where he made significant contributions to the design and implementation of OLPC's pioneering "XO" laptop as well as its Internet connectivity. He co-founded Velti S.A., a very successful mobile advertising and marketing company and has consulted for many companies in many different capacities. Over the years, he has implemented broadband access networks using cutting-edge technologies including one of the earliest ADSL testbeds and various wireless technologies. Mr. Bletsas has been a frequent keynote speaker in international conferences and has been engaged in many civic activities. He holds an undergraduate degree in Electrical Engineering from the Aristotle University of Thessaloniki and an MSc degree in Computer Engineering from Boston University.

Panagiotis Tabourlos

Mr. Tabourlos is a graduate of the Piraeus University of Economics and holds a Master's degree in Business Administration from McGill University (Montreal, Canada). He worked as Financial Manager in various corporations, including Milchem International, Hilti SA, American Express and ICI. From 1990 to 2003 worked for Warner Lambert SA, an affiliate of Pfizer where immediately prior to his departure he held the position of Regional Financial Manager for Europe, Middle East and Africa. From June 2003 until April 2004 he held the position of Chief Financial Officer of OTE. Since then he has been Financial Director of the Frigoglass Group. He is the Chairman of our Audit Committee and the "audit committee financial expert."

Vassilis Fourlis

He was born in 1960 in Athens. He holds a Masters Degree in Economic Development and Regional Planning from University of California/Berkeley and a Masters Degree in International Business from Boston University/Brussels. He is Executive Chairman of Fourlis Holdings S.A. and House Market S.A. (IKEA). He is also a member of the Board of Directors of Piraeus Bank, Titan S.A. and Frigoglass S.A.

Timotheus Höttges

Timotheus Höttges, born in 1962, has been member of the Board of Management of Deutsche Telekom AG responsible for Finance and Controlling since March 1, 2009. From December 2006 until his appointment as Chief Financial Officer, he was the Group Board of Management member responsible for the T-Home unit. In this position, he was in charge of fixed-network and broadband business, as well as integrated sales and service in Germany. Under his leadership, T-Home became the market leader in terms of new DSL customers and developed its Internet TV service, Entertain, into a mass-market product while at the same time stabilizing its profitability. After successfully implementing various cost-cutting programs at T-Home and in the European mobile communications subsidiaries, Mr. Höttges became responsible for the Group-wide Save for Service efficiency enhancement program. From 2005 until being appointed to the Group Board of Management, Mr. Höttges headed European operations as member of the Board of Management, T-Mobile International. From 2000 until the end of 2004, he was Managing Director, Finance and Controlling, before becoming Chairman of the Managing Board of T-Mobile Deutschland.
Mr. Höttges studied business administration at Cologne University, after which he spent three years with a business consulting company, latterly as a project manager. At the end of 1992, he moved to the VIAG Group in Munich. He became divisional manager in 1997 and, later, a member of the extended management board responsible for controlling, corporate planning, and mergers and acquisitions. As project manager, he played a central role in the merger of VIAG AG and VEBA AG to form E.on AG, which became effective on September 27, 2000.

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