



## **BOARD OF DIRECTORS REMUNERATION REPORT**

**(article 112 L.4548/2018)**

The Board of Directors of the company “**Bally’s Intralot S.A.**” and with the distinctive title “**Bally’s Intralot**”, submits this “Remuneration Report (the “**Report**”) for discussion as a matter of the eighth (8<sup>th</sup>) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 28<sup>th</sup> May 2026 in accordance with article 112 of L.4548/2018, as amended and in force.

The Report includes a comprehensive overview of the total remuneration of the members of the Company’s Board of Directors for the last fiscal year (2025) and all information as a minimum required by law.

Following the Ordinary General Assembly, it will be available on the corporate website of the Company for a time period of ten (10) years, as required by Law.

According to Law, the shareholders’ vote is advisory and the BoD of the company will explain in the next Report the way the votes result of the Ordinary General Assembly of the 28<sup>th</sup> May 2026 have been taken into account.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of “Bally’s Intralot”, for the year 2025 (article 112 par. 2 a’ of L. 4548/2018 as in force).

| NAME                       | TITLE         | REMUNERATION              |                               |               |                                      | Remuneration ratio |            |
|----------------------------|---------------|---------------------------|-------------------------------|---------------|--------------------------------------|--------------------|------------|
|                            |               | ANNUAL GROSS REMUNERATION | ANNUAL GROSS REMUNERATION BoD | BENEFITS      | TOTAL ANNUAL REMUNERATION & BENEFITS | Fixed              | Variable   |
| Sokratis P. Kokkalis       | Chairman      | 540.000                   | 200.000                       | 42.463        | 782.463                              | 100%               | 0%         |
| Soohyung Kim               | Vice Chairman | -                         | -                             | -             | -                                    | -                  | -          |
| Robeson-Mandela Reeves     | CEO           | -                         | -                             | -             | -                                    | -                  | -          |
| Nikolaos Nikolakopoulos    | Member        | 1.175.075                 | 80.000                        | 12.325        | 1.267.399                            | 41%                | 59%        |
| Chrysostomos Sfatos        | Member        | 979.240                   | 40.000                        | 12.328        | 1.031.568                            | 27%                | 73%        |
| Constantinos Farris        | Member        | 225.232                   | 34.166                        | 9.437         | 268.835                              | 100%               | -          |
| Dimitrios Theodoridis      | Member        | -                         | 790.000                       | 1.530         | 791.530                              | 5%                 | 95%        |
| Vladimira Donkova Mircheva | Member        | -                         | -                             | -             | -                                    | -                  | -          |
| Ioannis Tsoumas            | Member        | -                         | 30.000                        | 253           | 30.253                               | 100%               | 0%         |
| Adamantini Lazari          | Member        | -                         | 30.000                        | 1.375         | 31.375                               | 100%               | 0%         |
| Dionysia Xirokosta         | Member        | -                         | 30.000                        | 1.516         | 31.516                               | 100%               | 0%         |
| Karamichalis Georgios      | Member        | -                         | 30.000                        | 1.516         | 31.516                               | 100%               | 0%         |
| <b>Totals</b>              |               | <b>2.919.547</b>          | <b>1.264.166</b>              | <b>82.743</b> | <b>4.266.455</b>                     | <b>53%</b>         | <b>47%</b> |



Remuneration Analysis of Independent Non-Executive Members:

| NAME                  | Remuneration from participation of BoD members | Remuneration from participation in the Nomination Committee of BoD members | Remuneration from participation in the Audit Committee | Private Insurance | Total  |
|-----------------------|--|--|--|-------------------|--------|
| Ioannis Tsoumas       | 24.000   | 6.000  | 0  | 253               | 30.253 |
| Adamantini Lazari     | 18.000   | 6.000  | 6.000  | 1375              | 31.375 |
| Dionysia Xirokosta    | 18.000   | 6.000  | 6.000  | 1516              | 31.516 |
| Karamichalis Georgios | 18.000   | 6000   | 6.000  | 1.516             | 31.516 |

Comparative Table of the Total Annual Remuneration of the Members of the Board of Directors of “Bally’s Intralot”, and Average Annual Gross Remuneration of Employees (Non-Executive) for the years 2021 – 2025 (article 112 par. 2 b’ of L. 4548/2018 as in force).

| NAME  | TITLE                | 2025                                 |                    |                 | 2024                                 |                    |                | 2023                                 |                   |                 | 2022                                 |                  |                 | 2021                                 |            |              |
|---|----------------------|--------------------------------------|--------------------|-----------------|--------------------------------------|--------------------|----------------|--------------------------------------|-------------------|-----------------|--------------------------------------|------------------|-----------------|--------------------------------------|------------|--------------|
|   |                      | TOTAL ANNUAL REMUNERATION & BENEFITS | ANNUAL DIF         | ANNUAL DIF %    | TOTAL ANNUAL REMUNERATION & BENEFITS | ANNUAL DIF         | ANNUAL DIF %   | TOTAL ANNUAL REMUNERATION & BENEFITS | ANNUAL DIF        | ANNUAL DIF %    | TOTAL ANNUAL REMUNERATION & BENEFITS | ANNUAL DIF       | ANNUAL DIF %    | TOTAL ANNUAL REMUNERATION & BENEFITS | ANNUAL DIF | ANNUAL DIF % |
| Socrates P. Kokkalis  | Chairman & Group CEO | 782.463                              | 19.276             | 2,53%           | 763.187                              | -23.084            | -2,94%         | 786.271                              | -27.649           | -3,40%          | 813.920                              | -19.405          | -2,33%          | 833.325                              |            |              |
| Nikolaos Nikolakopoulos   | Group CEO            | 1.267.399                            | 1.069.106          | 539,15%         | 198.294                              | -102.464           | -34,07%        | 300.758                              | 28.050            | 10,29%          | 272.708                              | -12.351          | -4,33%          | 285.059                              |            |              |
| Chrysostomos Sfatos   | Group Deputy CEO     | 1.031.568                            | 659.249            | 177,07%         | 372.319                              | 92.141             | 32,89%         | 280.178                              | 630               | 0,23%           | 279.547                              | -6.339           | -2,22%          | 285.886                              |            |              |
| Constantinos Farris   | Member               | 268.835                              | 31.225             | 13,14%          | 237.609                              | 61.091             | 34,61%         | 176.519                              | 176.519           |                 | 0                                    | 0                |                 |                                      |            |              |
| Dimitrios Theodoridis   | Member               | 791.530                              | 751.063            | 1855,96%        | 40.468                               | 27.068             | 202,00%        | 13.400                               | 13.400            |                 | 0                                    | 0                |                 |                                      |            |              |
| Ioannis Tsoumas   | Member               | 30.253                               | 171                | 0,57%           | 30.082                               | 82                 | 0,27%          | 30.000                               | 0                 | 0,00%           | 30.000                               | 0                | 0,00%           | 30.000                               |            |              |
| Adamantini Lazari   | Member               | 31.375                               | 1.073              | 3,54%           | 30.302                               | 302                | 1,01%          | 30.000                               | 0                 | 0,00%           | 30.000                               | 15.000           | 100,00%         | 15.000                               |            |              |
| Dionysia Xirokosta  | Member               | 31.516                               | 1.048              | 3,44%           | 30.467                               | 467                | 1,56%          | 30.000                               | 0                 | 0,00%           | 30.000                               | 15.000           | 100,00%         | 15.000                               |            |              |
| Georgios Karamichalis   | Member               | 31.516                               | 17.870             | 76,36%          | 17.870                               | 17.870             |                | 0                                    |                   |                 |                                      |                  |                 |                                      |            |              |
| Constantinos Antonopoulos   | Vice Chairman        | 0                                    | -1.430             | -100,00%        | 1.430                                | -18.028            | -92,65%        | 19.458                               | 3.971             | 25,64%          | 15.487                               | -3.495           | -18,41%         | 18.982                               |            |              |
| Fotios Konstantellos  | Group Deputy CEO     | 0                                    | 0                  | 0,00%           | 0                                    | -202.570           | -100,00%       | 202.570                              | -70.005           | -25,68%         | 272.575                              | 31.965           | 13,29%          | 240.610                              |            |              |
| Anastasios Tsoufis  | Member               | 0                                    | 0                  | 0,00%           | 0                                    | 0                  | 0,00%          | 0                                    | 0                 | 0,00%           | 0                                    | -15.000          | -100,00%        | 15.000                               |            |              |
| Alexandros-Stergios Manos   | Member               | 0                                    | 0                  | 0,00%           | 0                                    | -13.260            | -100,00%       | 13.260                               | -16.740           | -55,80%         | 30.000                               | 0                | 0,00%           | 30.000                               |            |              |
| Ioannis Tsoukaridis   | Member               | 0                                    | 0                  | 0,00%           | 0                                    | 0                  | 0,00%          | 0                                    | 0                 | 0,00%           | 0                                    | -15.000          | -100,00%        | 15.000                               |            |              |
| <b>Totals</b>   |                      | <b>4.266.455</b>                     | <b>2.548.653</b>   | <b>147,76%</b>  | <b>1.722.028</b>                     | <b>-160.385</b>    | <b>-8,52%</b>  | <b>1.882.413</b>                     | <b>108.176</b>    | <b>6,10%</b>    | <b>1.774.238</b>                     | <b>-9.625</b>    | <b>-0,54%</b>   | <b>1.783.863</b>                     |            |              |
| <b>EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)</b> |                      | <b>36.752</b>                        | <b>2.617</b>       | <b>7,67%</b>    | <b>34.134</b>                        | <b>3.066</b>       | <b>9,87%</b>   | <b>31.068</b>                        | <b>3.520</b>      | <b>12,78%</b>   | <b>27.548</b>                        | <b>1.090</b>     | <b>4,12%</b>    | <b>26.458</b>                        |            |              |
| <b>ANNUAL EBITDA</b>  |                      | <b>-14.475.387</b>                   | <b>-19.387.750</b> | <b>-394,67%</b> | <b>4.912.363</b>                     | <b>-25.601.575</b> | <b>-83,90%</b> | <b>30.513.938</b>                    | <b>27.878.050</b> | <b>1057,63%</b> | <b>2.635.888</b>                     | <b>3.099.401</b> | <b>-668,68%</b> | <b>-463.513</b>                      |            |              |

It is noted that:

- The members of the Board of Directors do not receive any type of remuneration by any other Group companies (article 112 par. 2 c’ of L. 4548/2018 as in effect).
- No remuneration fee was granted related to profits of the company for the year.
- Benefits are defined as medical insurance, leased cars, credit cards and other position privileges. It does not include any other expenses occurred by the BoD members related to their completion of their duties (e.g. travel or accommodation expenses) or any other expenses related to utilization of companies’ assets which are being provided in relation to their duties.
- No stocks or stock options have been granted or offered to members of the Board of Directors (article 112 par. 2 d’ and e’ of L. 4548/2018 as in effect).
- There is no possibility for recovery of variable remunerations (article 112 par. 2 f’ of L. 4548/2018 as in effect).
- There are no deviations from the implementation of the Remuneration Policy (Article 112 par. 2 g of Law 4548/2018, as in force).



- In accordance with par. 3 of article 112 of Law 4548/2018, the Board of Directors took into consideration the result of the advisory vote relating to the Remuneration Report of the total remuneration of the members of the Company's Board of Directors for the fiscal year 2024, as approved by advisory vote at the Ordinary General Meeting of 28<sup>th</sup> August 2024. Based on the advisory vote results (FOR: 429.474.697 (99,95%), (AGAINST: 194.391 (0,05%), (ABSTAIN: 0), the shareholders of the Company approved the Remuneration Report with vast majority of advisory vote.

On 30.05.24 Company's Annual General Meeting of Shareholders approved amendments to the Company's Remuneration Policy in accordance with the provisions of Articles 110 and 111 of Law 4548/2018, taking into account corporate governance practices and the Company's size and activities.

The Remuneration Policy is available on the Company's website ([www.intralot.com](http://www.intralot.com))

**Peania, 07.05.2026**

**The Board of Directors**