

## **BOARD OF DIRECTORS REMUNERATION REPORT**

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

The Board of Directors of the company named “**INTRALOT S.A. – INTEGRATED LOTTERY SYSTEMS AND SERVICES**” and with the distinctive title “**INTRALOT**” submits this “Remuneration Report (the “**Report**”) for discussion as a matter of the sixth (6th) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 29<sup>th</sup> May 2020, 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 (2019) 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 29<sup>th</sup> May 2020 have been taken into account.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of INTRALOT for the year 2019 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	ANNUAL GROSS SALARIES	ANNUAL GROSS SALARIES BOD	BENEFITS	TOTAL ANNUAL REMUNERATION & BENEFITS 2019
Socrates P.Kokkalis	Chairman & Group CEO	675.000		74.594	749.594
Antonios Kerastaris	Group CEO (until 1/3/2019)	120.240		2.560	122.800
Constantinos Antonopoulos	Vice Chairman			20.602	20.602
Nikolaos Nikolakopoulos	Member (from 31/1/2019) & Group Deputy CEO	236.046		9.295	245.341
Chysostomos Sfatos	Member (from 31/1/2019) & Group Deputy CEO	193.637		6.672	200.310
Constatinos S, Kokkalis	Member (until 31/1/2019)			5.331	5.331
Dimitrios Klonis	Member		50.000		50.000
Petros Souretis	Member				0
Anastasios Tsoufis	Member		35.000		35.000
Alexandros Manos	Member (from 1/3/2019)		40.104		40.104
Sotirios Filos	Member		35.000		35.000
Ioannis Tsoukaridis	Member		35.000		35.000
	<b>TOTALS</b>	<b>1.224.923</b>	<b>195.103</b>	<b>119.054</b>	<b>1.539.080</b>

Comparative Table of the Total Annual Remuneration of the Members of the Board of Directors of INTRALOT and Average Annual Gross Remuneration of Employees (Non-Executive) for the years 2015 – 2019 (article 112 par. 2 b´ of L. 4548/2018 as in force).

NAME	TITLE	ANNUAL GROSS SALARIES	ANNUAL GROSS SALARIES BOB	TOTAL ANNUAL REMUNERATION & BENEFITS 2019			TOTAL ANNUAL REMUNERATION & BENEFITS 2018			TOTAL ANNUAL REMUNERATION & BENEFITS 2017			TOTAL ANNUAL REMUNERATION & BENEFITS 2016			TOTAL ANNUAL REMUNERATION & BENEFITS 2015		
				BENEFITS	REMNUNERATION	YEARLY DIF	YEARLY DIF %	REMNUNERATION	YEARLY DIF	YEARLY DIF %	REMNUNERATION	YEARLY DIF	YEARLY DIF %	REMNUNERATION	YEARLY DIF	YEARLY DIF %	REMNUNERATION	YEARLY DIF
Socrates P.Kokkalis	Chairman & Group CEO	675.000		74.594	749.594	-99.366	-11,70%	848.960	11.526	1,38%	837.434	8.745	1,06%	828.689	27.524	3,44%	801.165	
Antonios Kerastaris	Group CEO (until 1/3/2019)	120.240		2.560	122.800	-361.968	-74,67%	484.768	1.668	0,35%	483.100	-15.477	-3,10%	498.577	23.725	5,00%	474.852	
Constantinos Antonopoulos	Vice Chairman			20.602	20.602	254	1,25%	20.348	-319.552	-94,01%	339.900	-41.098	-10,79%	380.997	-8.398	-2,16%	389.395	
Nikolaos Nikolakopoulos	Member (from 31/1/2019) & Group Deputy CEO	236.046		9.295	245.341	245.341												
Chysostomos Sfatos	Member (from 31/1/2019) & Group Deputy CEO	193.637		6.672	200.310	200.310												
Constansinos S, Kokkalis	Member (until 31/1/2019)			5.331	5.331	-68.794	-92,81%	74.125	-1.722	-2,27%	75.846	12.216	19,20%	63.630	4.499	7,61%	59.131	
Dimitrios Klonis	Member	50.000		50.000	50.000	4.130	9,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	
Petros Souretis	Member			0	0	-45.870	-100,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	
Anastasios Tsoulis	Member	35.000		35.000	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	
Alexandros Manos	Member (from 1/3/2019)	40.104		40.104	40.104	40.104		0	0	0,00%	0	0	0,00%	0	0	0,00%	0	
Sotirios Filis	Member	35.000		35.000	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	
Ioannis Tsoukaridis	Member	35.000		35.000	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	
<b>TOTALS</b>		<b>1.224.923</b>	<b>195.103</b>	<b>119.054</b>	<b>1.539.080</b>	<b>-85.860</b>	<b>-5,28%</b>	<b>1.624.940</b>	<b>-308.080</b>	<b>-15,94%</b>	<b>1.933.019</b>	<b>-35.615</b>	<b>-1,81%</b>	<b>1.968.633</b>	<b>47.350</b>	<b>2,46%</b>	<b>1.921.282</b>	
<b>AVERAGE ANNUAL SALARY OF EMPLOYEE EXCLUDING DIRECTORS</b>				30.264	-3.300	-9,83%	33.564	2.796	9,09%	30.768	-4.068	-11,68%	34.836	-1.848	-5,04%	36.684		
<b>EBITDA</b>				7.161.881	-283.094	-3,80%	7.444.975	-1.318.055	-15,04%	8.763.030	9.257.569	-1871,96%	-494.539	-46.223.192	-101,08%	45.728.653		

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).
- Since a Remuneration Policy was not established during the year of 2019, the Company continued to pay the fees of the members of the BoD as those were in place in the previous fiscal year as per par. 3 of article 110 of the L. 4548/2018 (par. 2 g´ of article 112 of the L. 4548/2018 as in effect, is not applied).