

BOARD OF DIRECTORS REMUNERATION REPORT

(article 112 L.4548/2018)

The Board of Directors of the company “**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 28th August 2025 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 (2024) 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 28th August 2025 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 2024 (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 & Group CEO	540.000	200.000	23.187	763.187	100%	0%
Soohyung Kim	Vice Chairman	-	-	-	-	-	-
Nikolaos Nikolakopoulos	CEO	145.437	46.667	6.190	198.294	100%	0%
Chrysostomos Sfatos	Group Deputy CEO	325.000	40.000	7.319	372.319	100%	0%
Constantinos Farris	Member	189.844	40.000	7.766	237.609	100%	0%
Dimitrios Theodoridis	Member	-	40.000	468	40.468	100%	0%
Vladimira Donkova Mircheva		-	-	-	-	-	-
Ioannis Tsoumas	Member	-	30.000	82	30.082	100%	0%
Adamantini Lazari	Member	-	30.000	302	30.302	100%	0%
Dionysia Xirokosta	Member	-	30.000	467	30.467	100%	0%
Karamichalis Georgios	Member	-	17.500	370	17.870	100%	0%
Constantinos Antonopoulos	Vice Chairman	-	-	1.430	1.430	-	-
Totals		1.200.280	474.167	47.581	1.722.028	100%	0%

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	82	30.082
Adamantini Lazari	18.000	6.000	6.000	302	30.302
Dionysia Xirokosta	18.000	6.000	6.000	467	30.467
Karamichalis Georgios	14.000	0	3.500	370	17.870

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 2020
– 2024 (article 112 par. 2 b’ of L. 4548/2018 as in force).

NAME	TITLE	TOTAL ANNUAL REMUNERATION & BENEFITS 2024	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2023	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2022	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2021	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERAT ION & BENEFITS 2020
Socrates P. Kokkalis	Chairman & Group CEO	763.187	-23.084	-2,94%	786.271	-27.649	-3,40%	813.920	-19.405	-2,33%	833.325	-104.964	-11,19%	938.289
Nikolaos Nikolakopoulos	Group CEO	198.294	-102.464	-34,07%	300.758	28.050	10,29%	272.708	-12.351	-4,33%	285.059	-43.431	-13,22%	328.490
Chrysostomos Sfatos	Group Deputy CEO	372.319	92.141	32,89%	280.178	630	0,23%	279.547	-6.339	-2,22%	285.886	-46.952	-14,11%	332.838
Constantinos Farris	Member	237.609	61.091	34,61%	176.519	176.519		0	0					
Dimitrios Theodoridis	Member	40.468	27.068	202,00%	13.400	13.400		0	0					
Ioannis Tsoumas	Member	30.082	82	0,27%	30.000	0	0,00%	30.000	0	0,00%	30.000	20.000	200,00%	10.000
Adamantini Lazari	Member	30.302	302	1,01%	30.000	0	0,00%	30.000	15.000	100,00%	15.000	15.000		0
Dionysia Xirokosta	Member	30.467	467	1,56%	30.000	0	0,00%	30.000	15.000	100,00%	15.000	15.000		0
Georgios Karamichalis	Member	17.870	17.870		0									
Constantinos Antonopoulos	Vice Chairman	1.430	-18.028	-92,65%	19.458	3.971	25,64%	15.487	-3.495	-18,41%	18.982	-29.309	-60,69%	48.291
Fotios Konstantellos	Group Deputy CEO	0	-202.570	-100,00%	202.570	-70.005	-25,68%	272.575	31.965	13,29%	240.610	232.277	2787,44%	8.333
Christos Dimitriadis	Group CEO	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-304.791	-100,00%	304.791
Dimitrios Klonis	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-7.500	-100,00%	7.500
Anastasios Tsoufis	Member	0	0	0,00%	0	0	0,00%	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000
Alexandros-Stergios Manos	Member	0	-13.260	-100,00%	13.260	-16.740	-55,80%	30.000	0	0,00%	30.000	0	0,00%	30.000
Ioannis Tsoukaidis	Member	0	0	0,00%	0	0	0,00%	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000
Totals		1.722.028	-160.385	-8,52%	1.882.413	108.176	6,10%	1.774.238	-9.625	-0,54%	1.783.863	-284.669	-13,76%	2.068.532
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		34.134	3.066	9,87%	31.068	3.520	12,78%	27.548	1.090	4,12%	26.458	-3.502	-11,69%	29.960
ANNUAL EBITDA		4.912.363	-25.601.575	-83,90%	30.513.938	27.878.050	1057,63%	2.635.888	3.099.401	-668,68%	-463.513	-3.466.821	-115,43%	3.003.308

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 2023, as approved by advisory vote at the Ordinary General Meeting of 30th May 2024. Based on the advisory vote results (FOR: 423.394.719 (99.19%), (AGAINST: 3.465.562 (0.81%), (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)

Peania, 31.07.2025

The Board of Directors