

## **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 fifth (5<sup>th</sup>) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 30<sup>h</sup> August 2023, 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 (2022) 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 30<sup>th</sup> August 2023 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 2022 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION			
		ANNUAL GROSS REMUNERATION	ANNUAL GROSS REMUNERATION BoD	BENEFITS	TOTAL ANNUAL REMUNERATION & BENEFITS
Sokratis P. Kokkalis	Chairman & Group CEO	540.000	200.000	73.920	813.920
Constantinos Antonopoulos	Vice Chairman			15.487	15.487
Chrysostomos Sfatos	Group Deputy CEO - Member	225.000	40.000	14.548	279.547
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	225.000	40.000	7.708	272.708
Fotios Konstantellos	Group Deputy CEO - Member	225.000	40.000	7.575	272.575
Alexandros-Stergios Manos	Member		30.000		30.000
Ioannis Tsoumas	Member		30.000		30.000
Adamantini Lazari	Member		30.000		30.000
Dionysia Xirokosta	Member		30.000		30.000
Totals		1.215.000	440.000	119.238	1.774.238

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 2018– 2022 (article 112 par. 2 b’ of L. 4548/2018 as in force).

NAME	TITLE	TOTAL ANNUAL REMUNERATION & BENEFITS 2022	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2021	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2020	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2019	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2018
Socrates P. Kokkalis	Chairman & Group CEO	813.920	-19.405	-2,33%	833.325	-104.964	-11,19%	988.289	188.695	25,17%	749.594	-99.366	-11,70%	848.960
Antonios Kerastaris	Group CEO	0	0	0,00%	0	0	0,00%	0	-122.800	-100,00%	122.800	-361.968	-74,67%	484.768
Constantinos Antonopoulos	Vice Chairman	15.487	-3.495	-18,41%	18.982	-29.309	-60,69%	48.291	27.689	134,40%	20.602	254	1,25%	20.348
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	272.708	-12.351	-4,33%	285.059	-43.431	-13,22%	328.490	83.149	33,89%	245.341	245.341		
Chrysostomos Sfatos	Group Deputy CEO - Member	279.547	-6.339	-2,22%	285.886	-46.952	-14,11%	332.838	132.528	66,16%	200.310	200.310		
Fotios Konstantellos	Group Deputy CEO - Member	272.575	91.965	13,29%	240.610	232.277	2787,44%	8.333	8.333					
Christos Dimitriadis	Group CEO - Member	0	0	0,00%	0	-304.791	-100,00%	304.791	304.791					
Constantinos S. Kokkalis	Member	0	0	0,00%	0	0	0,00%	0	-5.331	-100,00%	5.331	-68.794	-92,81%	74.125
Dimitrios Klonis	Member	0	0	0,00%	0	-7.500	-100,00%	7.500	-42.500	-85,00%	50.000	4.130	9,00%	45.870
Petros Souretis	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-45.870	-100,00%	45.870
Anastasios Tsoufis	Member	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000	-5.000	-14,29%	35.000	0	0,00%	35.000
Alexandros-Stergios Manos	Member	30.000	0	0,00%	30.000	0	0,00%	30.000	-10.104		40.104	40.104		
Sotirios Filos	Member	0	0	0,00%	0	0	0,00%	0	-35.000	-100,00%	35.000	0	0,00%	35.000
Ioannis Tsoukaridis	Member	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000	-4.999	-14,28%	34.999	-1	0,00%	35.000
Ioannis Tsoumas	Member	30.000	0	0,00%	30.000	20.000	200,00%	10.000	10.000	100,00%				
Adamantini Lazari	Member	30.000	15.000	100,00%	15.000	15.000		0						
Dionysia Xirokosta	Member	30.000	15.000	100,00%	15.000	15.000		0						
Totals		1.774.238	-9.625	-0,54%	1.783.863	-284.669	-13,76%	2.068.532	529.452	34,40%	1.539.080	-85.860	-5,38%	1.624.940
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		27.548	1.090	4,12%	26.458	-3.502	-11,69%	29.960	-304	-1,00%	30.264	-3.300	-9,83%	33.564
ANNUAL EBITDA		2.635.888	3.099.401	-668,68%	-463.513	-3.466.821	-115,43%	3.003.308	10.165.189	-141,93%	-7.161.881	-14.606.856	-196,20%	7.444.975

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 Remuneration Policy established by the Ordinary General Meeting of 29<sup>th</sup> May 2020
- 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 2021, as approved by advisory vote at the Ordinary General Meeting of 30<sup>th</sup> August 2022. Based on the advisory vote results ( For 100% of those present), the shareholders of the Company approved the Remuneration Report with unanimity. Therefore, taking this into consideration, as well as that the Remuneration Report for the fiscal year 2020 depicted the remuneration paid pursuant to the Remuneration Policy which has been approved by the Ordinary General Meeting of 29<sup>th</sup> May 2020 and without any deviations thereof, the Board of Directors of the Company considers that the Remuneration Report for the fiscal year 2022 fully represents the Company's shareholders directive.