



## **BOARD OF DIRECTORS REMUNERATION REPORT**

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

The below Remuneration Report of the company “**INTRALOT S.A. – INTEGRATED LOTTERY SYSTEMS AND SERVICES**” and with the distinctive title “**INTRALOT**” (the “**Report**”) includes a comprehensive overview of the total remuneration of the members of the Company’s Board of Directors for the fiscal year 2021 and all information as a minimum required by law.

It was approved by the Ordinary General Assembly of shareholders of the company held on the 30<sup>th</sup> August 2022, in accordance with article 112 of L.4548/2018, as amended and in force.

It shall remain available on the corporate website of the Company for a time period of ten (10) years as from 30 August 2022, as required by Law.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of INTRALOT for the year 2021 (article 112 par. 2 a' of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION			TOTAL ANNUAL REMUNERATION & BENEFITS
		ANNUAL GROSS REMUNERATION	ANNUAL GROSS REMUNERATION BoD	BENEFITS	
Sokratis P. Kokkalis	Chairman & Group CEO	559.200	200.000	74.126	833.325
Constantinos Antonopoulos	Vice Chairman			18.982	18.982
Chrysostomos Sfatos	Group Deputy CEO - Member	233.000	40.000	12.886	285.886
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	233.000	40.000	12.060	285.059
Fotios Konstantellos	Group Deputy CEO - Member	197.875	40.000	2.735	240.610
Anastasios Tsoufis	Member		15.000		15.000
Alexandros-Stergios Manos	Member		30.000		30.000
Ioannis Tsoumas	Member		30.000		30.000
Ioannis Tsoukaridis	Member		15.000		15.000
Adamantini Lazari	Member		15.000		15.000
Dionysia Xirokosta	Member		15.000		15.000
Totals		1.223.074	440.000	120.788	1.783.863

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 2017 – 2021 (article 112 par. 2 b' of L. 4548/2018 as in force).

NAME	TITLE	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	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2017
Sokratis P. Kokkalis	Chairman & Group CEO	833.325	-104.964	-11,19%	938.289	188.695	25,17%	749.594	-99.366	-11,70%	848.960	11.526	1,38%	837.434
Antonios Kerastaris	Group CEO	0	0	0,00%	0	-122.800	-100,00%	122.800	-361.968	-74,67%	484.768	1.668	0,3%	483.100
Constantinos Antonopoulos	Vice Chairman	18.982	-29.309	-60,69%	48.291	27.689	134,40%	20.602	254	1,25%	20.348	-319.552	-94,01%	339.900
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	285.059	-43.431	-13,22%	328.490	83.149	33,89%	245.341	245.341					
Chrysostomos Sfatos	Group Deputy CEO - Member	285.886	-46.952	-14,11%	332.838	132.528	66,16%	200.310	200.310					
Fotios Konstantellos	Group Deputy CEO - Member	240.610	232.277	2787,44%	8.333	8.333								
Christos Dimitriadis	Group CEO - Member	0	-304.791	-100,00%	304.791	304.791								
Constantinos S. Kokkalis	Member	0	0	0,00%	0	-5.331	-100,00%	5.331	-68.794	-92,81%	74.125	-1.721	-2,27%	75.846
Dimitrios Klonis	Member	0	-7.500	-100,00%	7.500	-42.500	-85,00%	50.000	4.130	9,00%	45.870	0	0,00%	45.870
Petros Souretis	Member	0	0	0,00%	0	0	0,00%	0	-45.870	-100,00%	45.870	0	0,00%	45.870
Anastasios Tsoufis	Member	15.000	-15.000	-50,00%	30.000	-5.000	-14,29%	35.000	0	0,00%	35.000	0	0,00%	35.000
Alexandros-Stergios Manos	Member	30.000	0	0,00%	30.000	-10.104		40.104	40.104					
Sotirios Filos	Member	0	0	0,00%	0	-35.000	-100,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Ioannis Tsoukaridis	Member	15.000	-15.000	-50,00%	30.000	-4.999	-14,28%	34.999	-1	0,00%	35.000	0	0,00%	35.000
Ioannis Tsoumas	Member	30.000	20.000	200,00%	10.000	10.000	100,00%							
Adamantini Lazari	Member	15.000	15.000		0									
Dionysia Xirokosta	Member	15.000	15.000		0									
Totals		1.783.863	-284.669	-13,76%	2.068.532	529.452	34,40%	1.539.080	-85.860	-5,28%	1.624.940	-308.079	-15,94%	1.933.019
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		26.458	-3.502	-11,69%	29.960	-304	-1,00%	30.264	-3.300	-9,83%	33.564	2.796	9,09%	30.768
ANNUAL EBITDA		-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	-1.318.055	-15,04%	8.763.030

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 the value of any benefit and privilege status such 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 the execution of their duties (e.g. travel or accommodation expenses) or any other expenses related to utilization of companies' assets which is customary to be provided for the execution of 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 2020, as approved by advisory vote at the Ordinary General Meeting of 29<sup>th</sup> June 2021. Based on the advisory vote results (FOR: 39,203,271 (95.76%), AGAINST: 1,734,094 (4.24%), ABSTAIN: 0), the shareholders of the Company approved the Remuneration Report with vast majority of advisory vote. Therefore, taking this into consideration, as well as that the Remuneration Report for the fiscal year 2021 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 2021 fully represents the Company's shareholders directive.