



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 (5th) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 30th August 2022, 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 (2021) 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 30th August 2022 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 2021 (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	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 ON & BENEFITS 2021			TOTAL ANNUAL REMUNERATION ON & BENEFITS 2020			TOTAL ANNUAL REMUNERATION ON & BENEFITS 2019			TOTAL ANNUAL REMUNERATION ON & BENEFITS 2018			TOTAL ANNUAL REMUNERATION ON & BENEFITS 2017		
		ANNUAL DIF	ANNUAL DIF %	ANNUAL DIF	ANNUAL DIF	ANNUAL DIF %	ANNUAL DIF	ANNUAL DIF %	ANNUAL DIF	ANNUAL DIF %	ANNUAL DIF	ANNUAL DIF %	ANNUAL DIF	ANNUAL DIF %		
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		0					
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 29th 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 29th 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 29th 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.