



SPECIAL REPORT ON GENDER BALANCED REPRESENTATION
Article 3C of Law 4706/2020 (as added by Article 7 of Law 5178/2025)

This special annual report on the gender balanced representation of the company under the name **Bally's Intralot S.A.** . (hereinafter the "Company") is prepared in accordance with the provisions of Article 3C of Law 4706/2020 (as added by Article 7 of Law 5178/2025).

1. Company Information

PART A: Company Information	
Name:	Bally's Intralot S.A."
G.E.MI number:	8182010000
T.I.N.:	094360110
Company's field of activity	Travel and Leisure / Gaming
Number of company employees, on an individual basis:	431 (as of 31.12.2025)
Annual Turnover	€43.695 (as of 31.12.2025)
Annual balance sheet of the company:	€ 1.804.546 (as of 31.12.2025)

2. BoD Composition – Gender Representation Percentages

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PART B: Gender representation data on the Board of Directors				
	Total members	Male members	Female members	Percentage of members of the underrepresented gender
Members	12	8	4	33,33%
Executive members	2	2	0	0%
Non-executive members	5	4	1	8,33%
Independent non-executive members	5	2	3	25%
Reference to the most recent minutes of the Board of Directors' constitution in body:		02.06.2026		

3. Information on compliance with the obligations of Article 3A of Law 4706/2020

The Company fully complies with the applicable statutory requirements. Of the twelve (12) members of the Company's current Board of Directors, four (4) are persons of the underrepresented gender. Accordingly, they represent 33.33% of the total Board membership, exceeding the minimum threshold of thirty-three per cent (33%) of all Board members stipulated in Article 3A par. 3 of Law 4706/2020, as inserted by Law 5178/2025, on gender balance on boards of directors, as well as in the relevant guidelines issued by the Hellenic Capital Market Commission.

Given the current composition of the Board of Directors, which comprises only two (2) executive members, paragraph 4 of Article 3A of Law 4706/2020 does not apply to the Company. Consequently, the current composition of the Board of Directors Bally's Intralot S.A." is fully compliant with the requirements of Law 5178/2025.

4. Measures to Promote Gender Balance

The Company recognizes the importance of gender balanced representation on the Board of Directors as an indicator of sustainable corporate governance and has adopted a series of strategies and policies to ensure gender balance on its Board of Directors:

- **Targeted selection process for Board members:** When appointing new members, gender balance is taken into account, with priority given to increasing the presence of women.



- **Promotion of women as independent members:** The participation of women in independent non-executive positions enhances the diversity and independence of the Board.
- **Continuous monitoring and compliance:** The composition of the Board is regularly evaluated to ensure that the percentage of the underrepresented gender remains within, or ideally exceeds, the limits set by legislation.
- **Updating the Suitability Policy:** Following the decision of the Ordinary General Meeting of Shareholders dated 28.08.2025, and upon the recommendation and proposal of the Remuneration and Nomination Committee of the Board of Directors, the Company updated its Suitability Policy to include the criteria and quotas stipulated by the new legislation regarding the minimum required number of executive and non-executive Board members belonging to the underrepresented gender.

The Company continuously aims to improve balanced representation through the above measures and ensures ongoing monitoring and adjustment of its policies.

This report is published on the Company's official website and is sent to:

- a) the Hellenic Capital Market Commission,
- b) the Documentation, Research, and Digital Support Department (Gender Equality Observatory) of the General Secretariat for Gender Equality and Human Rights of the Ministry of Social Cohesion and Family, and
- c) the Greek Ombudsman.

Paiania, 24/09/2026

For Bally's Intralot S.A

Chris Sfatos
Group COO ,President Lotteries