



**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 **INTRALOT S.A. INTEGRATED LOTTERY SYSTEMS AND SERVICES** (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**

<b>PART A': Company Information</b>	
<b>Name:</b>	INTRALOT S.A. INTEGRATED LOTTERY SYSTEMS AND SERVICES
<b>G.E.MI number:</b>	8182010000
<b>T.I.N.:</b>	094360110
<b>Company's field of activity</b>	Travel and Leisure / Gaming
<b>Number of company employees, on an individual basis:</b>	416 (as of 31.12.2024)
<b>Annual Turnover</b>	€44.567 (as of 31.12.2024)
<b>Annual balance sheet of the company:</b>	€548.112 (as of 31.12.2024)

**2. BoD Composition – Gender Representation Percentages**

<b>PART B: Gender representation data on the Board of Directors</b>
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	Total members	Male members	Female members	Percentage of members of the underrepresented gender
Members	11	8	3	27,27%
Executive members	4	4	0	0%
Non-executive members	3	2	1	9,09%
Independent non-executive members	4	2	2	18,18%
Reference to the most recent minutes of the Board of Directors' constitution in body:	05.12.2024			

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

**Appointment of Executive Members of the Underrepresented Gender:** The number of members of the underrepresented gender is always in accordance with the provisions of the applicable legislation. The Board of Directors is obliged to appoint executive members in such a way that compliance is ensured with the number of executive members of the underrepresented gender as prescribed by the applicable legislation at any given time.

From the combination of the provisions of paragraphs 2 and 3 of Article 17 (Transitional Provisions) and paragraph 2 of Article 42 (Commencement of Validity) of Law 5178/2025, namely:

#### **Article 17**

##### **Transitional provisions**

2. "From the publication of this (i.e. law) and until 30.06.2026, public limited companies with shares or other securities listed on a regulated market in Greece, in accordance with Article 1 of Law 4706/2020, shall take all necessary organizational measures to comply with the obligations provided for in Article 5 (i.e., of Law 5178/2025). During the period referred to in the previous paragraph, gender representation on the Board of Directors of the companies referred to in the previous paragraph shall not be less than twenty-five percent (25%) of the total number of members of the Board of Directors and, in the case of a fraction, this percentage shall be rounded down to the nearest whole number.

Therefore, taking into account the above provision, the Company, at this stage, fully complies with the applicable legislative provisions, as out of the existing eleven-member Board of Directors, three (3) members belong to the underrepresented gender, resulting in a percentage of 27.27% of the total Board members, which is higher than the minimum 25% required by the aforementioned provision for the period until 30.6.2026.

Furthermore, in accordance with the provisions of paragraph 2 of Article 42 (Commencement of Validity) of Law 5178/2025:

#### **Article 42, paragraph 2**

*"The internal paragraphs 3, 4, and 5 of internal Article 3A of Article 5 and Articles 6 and 9 shall enter into force on 30.06.2026, subject to paragraph 3 of Article 17 of this (i.e. Law 5178/2025).*

Specifically, paragraph 3 of Article 17 of Law 5178/2025 provides the following:

*3. "Companies that fall within the scope of paragraph 4 of Article 3A of Law 4706/2020 shall comply with the obligation to appoint an executive member from the underrepresented gender at the first expiry of term following the commencement of the above article, or at the next term in the case of one renewal or for any reason the replacement of an already serving executive member of the Board of Directors."*

Taking into account the above provision, the Company, which falls within the scope of paragraph 4 of Article 3A of Law 4706/2020 in accordance with the above-mentioned number of employees and its annual turnover, currently, fully complies with the said provision. Before 30.06.2026, the Company, provided it continues to fall under the aforementioned provision, will ensure that all necessary actions are taken and all relevant decisions by its corporate bodies are made in order to comply with the requirements of paragraph 4 of Article 3A of Law 4706/2020, as also stipulated in paragraph 2 of Article 42 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, 23/09/2025**

**For Intralot**

**Nikolaos Nikolakopoulos**  
**Group CEO**

