

## **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 tenth (10<sup>th</sup>) item of the agenda of the Ordinary General Assembly of shareholders of the company to be held on the 29<sup>th</sup> June 2021, 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 (2020) 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 29<sup>th</sup> June 2021 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 2020 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION			TOTAL ANNUAL REMUNERATION & BENEFITS
		ANNUAL GROSS REMUNERATION	ANNUAL GROSS REMUNERA TION BoD	BENEFITS	
Socrates P. Kokkalis	Chairman	675.000	200.000	63.289	938.289
Constantinos Antonopoulos	Vice Chairman		30.000	18.291	48.291
Chrysostomos Sfatos	Group Deputy CEO - Member	283.916	40.000	8.921	332.838
Fotios Konstantellos	Group Deputy CEO - Member	5.000	3.333		8.333
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	281.250	40.000	7.240	328.490
Christos Dimitriadis	Group CEO - Member	271.458	33.333		304.791
Dimitrios Klonis	Member		7.500		7.500
Anastasios Tsoufis	Member		30.000		30.000
Alexandros Stergios Manos	Member		30.000		30.000
Ioannis Tsoumas	Member		10.000		10.000
Ioannis Tsoukaridis	Member		30.000		30.000
Totals		1.516.624	454.166	97.742	2.068.532

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 2015 – 2019 (article 112 par. 2 b’ of L. 4548/2018 as in force).

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 2016 – 2020 (article 112 par. 2 b’ of L. 4548/2018 as in force).

NAME	TITLE	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	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2016
Socrates P. Kokkalis	Chairman	938.289	188.695	25,17%	749.594	-99.366	-11,70%	848.960	11.526	1,38%	837.434	8.745	1,06%	828.689
Antonios Kerastaris	Group CEO	0	-122.800	-100,00%	122.800	-361.968	-74,67%	484.768	1.668	0,35%	483.100	-15.477	-3,10%	498.577
Constantinos Antonopoulos	Vice Chairman	48.291	27.689	134,40%	20.602	254	1,25%	20.348	-319.552	-94,01%	339.900	-41.098	-10,79%	380.997
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	328.490	83.149	0,34	245.341	245.341			0			0		
Chrysostomos Sfatos	Group Deputy CEO - Member	332.838	132.528	0,66	200.310	200.310			0			0		
Fotios Konstantellos	Group Deputy CEO - Member	8.333	8.333		0	0			0			0		
Christos Dimitriadis	Group CEO - Member	304.791	304.791		0	0			0			0		
Constantinos S. Kokkalis	Member	0	-5.331	-100,00%	5.331	-68.794	-92,81%	74.125	-1.721	-2,27%	75.846	12.216	19,20%	63.630
Dimitrios Klonis	Member	7.500	-42.500	-85,00%	50.000	4.130	9,00%	45.870	0	0,00%	45.870	0	0,00%	45.870
Petros Souretis	Member	0	0		0	-45.870	-100,00%	45.870	0	0,00%	45.870	0	0,00%	45.870
Anastasios Tsoufis	Member	30.000	-5.000	-14,29%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Alexandros Stergios Manos	Member	30.000	-10.104	-25,19%	40.104	40.104			0			0		
Sotirios Filos	Member	0	-35.000	-100,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Ioannis Tsoukaridis	Member	30.000	-4.999	-14,28%	34.999	-1	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Ioannis Tsoumas	Member	10.000	10.000		0									
Totals		2.068.532	529.452	34,40%	1.539.080		-5,28%	1.624.940	-308.079	-15,94%	1.933.019	-35.614	-1,81%	1.968.633
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		29.960	-304	-1,00%	30.264	-3.300	-9,83%	33.564	2.796	9,09%	30.768	-4.068	-11,68%	34.836
ANNUAL EBITDA		2.839.338	10.001.219	-139,65%	-7.161.881	-14.606.856	-196,20%	7.444.975	-1.318.055	-15,04%	8.763.030	9.257.569	-1871,96%	-494.539

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 2019, as approved by advisory vote at the Ordinary General Meeting of 29<sup>th</sup> May 2020. Based on the advisory vote results (FOR: 48,427,291 (99.52%), AGAINST: 81,622 (0.17%), ABSTAIN: 150,000 (0.31%)), 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 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 2020 fully represents the Company's shareholders directive.