



BOARD OF DIRECTORS REMUNERATION REPORT

(article 112 L.4548/2018)

The below Remuneration Report of the company “**Bally’s Intralot S.A.**” and with the distinctive title “**Bally’s Intralot**”, submits this “Remuneration Report (the “**Report**”) includes a comprehensive overview of the total remuneration of the members of the Company’s Board of Directors for the fiscal year 2025 and all information as a minimum required by law. It was approved by the Ordinary General Assembly of shareholders of the company held on May 28, 2026, 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 May 28, 2026, as required by Law.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of “Bally’s Intralot”, for the year 2025 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	REMUNERATION				Remuneration ratio	
		ANNUAL GROSS REMUNERATION	ANNUAL GROSS REMUNERATION BoD	BENEFITS	TOTAL ANNUAL REMUNERATION & BENEFITS	Fixed	Variable
Sokratis P. Kokkalis	Chairman	540.000	200.000	42.463	782.463	100%	0%
Soohyung Kim	Vice Chairman	-	-	-	-	-	-
Robeson-Mandela Reeves	CEO	-	-	-	-	-	-
Nikolaos Nikolakopoulos	Member	1.175.075	80.000	12.325	1.267.399	41%	59%
Chrysostomos Sfatos	Member	979.240	40.000	12.328	1.031.568	27%	73%
Constantinos Farris	Member	225.232	34.166	9.437	268.835	100%	-
Dimitrios Theodoridis	Member	-	790.000	1.530	791.530	5%	95%
Vladimira Donkova Mircheva	Member	-	-	-	-	-	-
Ioannis Tsoumas	Member	-	30.000	253	30.253	100%	0%
Adamantini Lazari	Member	-	30.000	1.375	31.375	100%	0%
Dionysia Xirokosta	Member	-	30.000	1.516	31.516	100%	0%
Karamichalis Georgios	Member	-	30.000	1.516	31.516	100%	0%
Totals		2.919.547	1.264.166	82.743	4.266.455	53%	47%



Remuneration Analysis of Independent Non-Executive Members:

NAME	Remuneration from participation of BoD members	Remuneration from participation in the Nomination Committee of BoD members	Remuneration from participation in the Audit Committee	Private Insurance	Total
Ioannis Tsoumas	24.000	6.000	0	253	30.253
Adamantini Lazari	18.000	6.000	6.000	1375	31.375
Dionysia Xirokosta	18.000	6.000	6.000	1516	31.516
Karamichalis Georgios	18.000	6000	6.000	1.516	31.516

Comparative Table of the Total Annual Remuneration of the Members of the Board of Directors of “Bally’s Intralot”, and Average Annual Gross Remuneration of Employees (Non-Executive) for the years 2021 – 2025 (article 112 par. 2 b’ of L. 4548/2018 as in force).

NAME	TITLE	TOTAL ANNUAL REMUNERATION & BENEFITS 2025			TOTAL ANNUAL REMUNERATION & BENEFITS 2024			TOTAL ANNUAL REMUNERATION & BENEFITS 2023			TOTAL ANNUAL REMUNERATION & BENEFITS 2022			TOTAL ANNUAL REMUNERATION & BENEFITS 2021		
		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	ANNUAL DIF %	ANNUAL DIF %
Socrates P. Kokkalis	Chairman & Group CEO	782.463	19.276	2,53%	763.187	-23.084	-2,94%	786.271	-27.649	-3,40%	813.920	-19.405	-2,33%	833.325		
Nikolaos Nikolakopoulos	Group CEO	1.267.399	1.069.106	539,15%	198.294	-102.464	-34,07%	300.758	28.050	10,29%	272.708	-12.351	-4,33%	285.059		
Chrysostomos Sfatos	Group Deputy CEO	1.031.568	659.249	177,07%	372.319	92.141	32,89%	280.178	630	0,23%	279.547	-6.339	-2,22%	285.886		
Constantinos Farris	Member	268.835	31.225	13,14%	237.609	61.091	34,61%	176.519	176.519	0	0	0	0			
Dimitrios Theodoridis	Member	791.530	751.063	1855,96%	40.468	27.068	202,00%	13.400	13.400	0	0	0	0			
Ioannis Tsoumas	Member	30.253	171	0,57%	30.082	82	0,27%	30.000	0	0,00%	30.000	0	0,00%	30.000		
Adamantini Lazari	Member	31.375	1.073	3,54%	30.302	302	1,01%	30.000	0	0,00%	30.000	15.000	100,00%	15.000		
Dionysia Xirokosta	Member	31.516	1.048	3,44%	30.467	467	1,56%	30.000	0	0,00%	30.000	15.000	100,00%	15.000		
Georgios Karamichalis	Member	31.516	17.870	76,36%	17.870	17.870	0	0	0	0,00%	0	0	0,00%	0		
Constantinos Antonopoulos	Vice Chairman	0	-1.430	-100,00%	1.430	-18.028	-92,65%	19.458	3.971	25,64%	15.487	-3.495	-18,41%	18.982		
Fotios Konstantellos	Group Deputy CEO	0	0	0,00%	0	-202.570	-100,00%	202.570	-70.005	-25,68%	272.575	31.965	13,29%	240.610		
Anastasios Tsoufis	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-15.000	-100,00%	15.000		
Alexandros-Stergios Manos	Member	0	0	0,00%	0	-13.260	-100,00%	13.260	-16.740	-55,80%	30.000	0	0,00%	30.000		
Ioannis Tsoukaridis	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-15.000	-100,00%	15.000		
Totals		4.266.455	2.548.653	147,76%	1.722.028	-160.385	-8,52%	1.882.413	108.176	6,10%	1.774.238	-9.625	-0,54%	1.783.863		
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		36.752	2.617	7,67%	34.134	3.066	9,87%	31.068	3.520	12,78%	27.548	1.090	4,12%	26.458		
ANNUAL EBITDA		-14.475.387	-19.387.750	-394,67%	4.912.363	-25.601.575	-83,90%	30.513.938	27.878.050	1057,63%	2.635.888	3.099.401	-668,68%	-463.513		

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 implementation of the Remuneration Policy (Article 112 par. 2 g of Law 4548/2018, as in force).



- 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 2024, as approved by advisory vote at the Ordinary General Meeting of 28th August 2024. Based on the advisory vote results (FOR: 429.474.697 (99,95%), (AGAINST: 194.391 (0,05%), (ABSTAIN: 0), the shareholders of the Company approved the Remuneration Report with vast majority of advisory vote.

On 30.05.24 Company's Annual General Meeting of Shareholders approved amendments to the Company's Remuneration Policy in accordance with the provisions of Articles 110 and 111 of Law 4548/2018, taking into account corporate governance practices and the Company's size and activities.