BOARD OF DIRECTORS REMUNERATION REPORT

(article 112 L.4548/2018)

The below Remuneration Report of the company **"INTRALOT S.A. – INTEGRATED LOTTERY SYSTEMS AND SERVICES"** and with the distinctive title **"INTRALOT"** (the "**Report**") includes a comprehensive overview of the total remuneration of the members of the Company's Board of Directors for the fiscal year 2023 and all information as a minimum required by law.
It was approved by the Ordinary General Assembly of shareholders of the company held on the 30th May 2024, 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 30, 2024, as required by Law.

Below is the Remuneration Report:
Total Remuneration of the Members of the Board of Directors of INTRALOT for the year 2023 (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	540.000	200.000	46.272	786.271
Constantinos Antonopoulos	Vice Chairman			19.458	19.458
Chrysostomos Sfatos	Group Deputy CEO - Member	225.000	40.000	15.178	280.178
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	287.048	9.650	4.059	300.758
Fotios Konstantellos	Group Deputy CEO - Member	199.904		2.666	202.570
Alexandros-Stergios Manos	Member		13.260		13.260
Ioannis Tsoumas	Member		30.000		30.000
Adamantini Lazari	Member		30.000		30.000
Dionysia Xirokosta	Member		30.000		30.000
Constantinos Farris	Member	150.643	23.400	2.476	176.519
Dimitrios Theodoridis	Member		13.400		13.400
Soohyung Kim	Member				0
Vladimira Mircheva	Member				0
	Totals	1.402.595	389.710	90.109	1.882.413

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 2019 – 2023 (article 112 par. 2 b΄ of L. 4548/2018 as in force).

NAME	TITLE	TOTAL ANNUAL REMUNERATION & BENEFITS 2023	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2022	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2021	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2020	ANNUAL DIF	ANNUAL DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2019
Socrates P. Kokkalis	Chairman & Group CEO	786.271	-27.649	-3,40%	813.920	-19.405	-2,33%	833.325	-104.964	-11,19%	938.289	188.695	25,17%	749.594
Antonios Kerastaris	Group CEO	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-122.800	-100,00%	122.800
Constantinos Antonopoulos	Vice Chairman	19.458	3.971	25,64%	15.487	-3.495	-18,41%	18.982	-29.309	-60,69%	48.291	27.689	134,40%	20.602
Nikolaos Nikolakopoulos	Group Deputy CEO - Member	300.758	28.050	10,29%	272.708	-12.351	-4,33%	285.059	-43.431	-13,22%	328.490	83.149	33,89%	245.341
Chrysostomos Sfatos	Group Deputy CEO - Member	280.178	630	0,23%	279.547	-6.339	-2,22%	285.886	-46.952	-14,11%	332.838	132.528	66,16%	200.310
Fotios Konstantellos	Group Deputy CEO - Member	202.570	-70.005	-25,68%	272.575	31.965	13,29%	240.610	232.277	2787,44%	8.333	8.333		
Christos Dimitriadis	Group CEO - Member	0	0	0,00%	0	0	0,00%	0	-304.791	-100,00%	304.791	304.791		
Constantinos S. Kokkalis	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-5.331	-100,00%	5.331
Dimitrios Klonis	Member	0	0	0,00%	0	0	0,00%	0	-7.500	-100,00%	7.500	-42.500	-85,00%	50.000
Anastasios Tsoufis	Member	0	0	0,00%	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000	-5.000	-14,29%	35.000
Alexandros-Stergios Manos	Member	13.260	-16.740	-55,80%	30.000	0	0,00%	30.000	0	0,00%	30.000	-10.104		40.104
Sotirios Filos	Member	0	0	0,00%	0	0	0,00%	0	0	0,00%	0	-35.000	-100,00%	35.000
Ioannis Tsoukaridis	Member	0	0	0,00%	0	-15.000	-100,00%	15.000	-15.000	-50,00%	30.000	-4.999	-14,28%	34.999
Ioannis Tsoumas	Member	30.000	0	0,00%	30.000	0	0,00%	30.000	20.000	200,00%	10.000	10.000		
Adamantini Lazari	Member	30000	0	0,00%	30.000	15.000	100,00%	15.000	15.000		0	0		
Dionysia Xirokosta	Member	30.000	0	0,00%	30.000	15.000	100,00%	15.000	15.000		0	0		
Constantinos Farris	Member	176.519	176.519		0	0								
Dimitrios Theodoridis	Member	13.400	13.400		0	0								
Totals		1.882.413	108.176	6,10%	1.774.238	-9.625	-0,54%	1.783.863	-284.669	-13,76%	2.068.532	529.452	34,40%	1.539.080
EMPLOYEES ANNUAL REMUNERATION AVERAGE (EXCLUDING EXECUTIVES)		31.068	3.520	12,78%	27.548	1.090	4,12%	26.458	-3.502	-11,69%	29.960	-304	-1,00%	30.264
ANNUAL EBITDA		30.513.938	27.878.050	1057,63%	2.635.888	3.099.401	-668,68%	-463.513	-3.466.821	-115,43%	3.003.308	10.165.189	-141,93%	-7.161.881

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 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 2023, as approved by advisory vote at the Ordinary General Meeting of 30th August 2023. Based on the advisory vote results (FOR: 100% of the present shareholders), the shareholders of the Company approved the Remuneration Report unanimously. Therefore, taking this into consideration, as well as that the Remuneration Report for the fiscal year 2023 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 2023 fully represents the Company's shareholders directive.