## **BOARD OF DIRECTORS REMUNERATION REPORT**

## (article 112 L.4548/2018)

The below Remuneration Report of the company

**INTEGRATED** 

and with the distinctive title

W KReport ' includes the 29

 $^{\rm th}$  June 2021, 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 29 June 2021, as required by Law.

\$FFRUGLQJ WR /DZ WKH VKDUHKROGHUV¶ aMyRwW1H LV DGYL 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 ïof L. 4548/2018 as in force).

| NAME                     | TITLE                        | ANNUAL GROS<br>REMUNERATIO | ANNUAL<br>GROSS<br>REMUNER,<br>TION BoD |              | FOTAL ANNUA<br>REMUNERATIC<br>& BENEFITS |
|--------------------------|------------------------------|----------------------------|---|--------------|--|
| Socrates P. Kokkalis     | Chairman                     | 675.000                    | 200.000                                 | 63.289       | 938.289                                  |
| Constantinos Antonopoulo | svice Chairman               |                            | 30.000                                  | 18.291       | 48.291                                   |
| Chrysostomos Sfatos      | Group Deputy CEO -<br>Member | 283.916                    | 40.000                                  | 8.921        | 332.838                                  |
| Fotios Konstantellos     | Group Deputy CEO -<br>Member | 5.000                      | 3.333                                   |              | 8.333                                    |
| Nikolaos Nikolakopoulos  | Group Deputy CEO -<br>Member | 281.250                    | 40.000                                  | 7.240        | 328.490                                  |
| Christos Dimitriadis     | Group CEO - Membe            | r 271.458                  | 33.333                                  |              | 304.791                                  |
| Dimitrios Klonis         | Member                       |                            | 7.500                                   |              | 7.500                                    |
| Anastasios Tsoufis       | Member                       |                            | 30.000                                  |              | 30.000                                   |
| Alexandros Stergios Mano | sMember                      |                            | 30.000                                  |              | 30.000                                   |
| Ioannis Tsoumas          | Member                       |                            | 10.000                                  |              | 10.000                                   |
| Ioannis Tsoukaridis      | Member                       |                            | 30.000                                  |              | 30.000                                   |
|                          |                              | 1.516.62 /F63              | Tm [(3)8(0                              | )8(.0)11(0)8 | 3102(n)-56(n)-5                          |

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 ïof 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 ïof L. 4548/2018 as in force).

|  | TOTAL ANNUAL REMUNERATIO DIF DIF DIF DIF & BENEFITS 202 DIF & BENEFITS 202 DIF & BENEFITS 202 DIF & BENEFITS 202 BENEFITS 202 |  |
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## 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 ïof 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 RWKHUH[SHQVHVUHODWHGWRXWLOL]DWL 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 ïand e ïof L. 4548/2018 as in effect).
- There is no possibility for recovery of variable remunerations (article 112 par. 2 f i 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 5 H S R U W R I W K H W R W D O U H P X Q H U D W L R Q R I W K H P H 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