

BOARD OF DIRECTORS REMUNERATION REPORT

(article 112 L.4548/2018)

The below Remuneration Report of the company named “**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 2019 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 29th May 2020, 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 May 2020, as required by Law.

Below is the Remuneration Report:

Total Remuneration of the Members of the Board of Directors of INTRALOT for the year 2019 (article 112 par. 2 a’ of L. 4548/2018 as in force).

NAME	TITLE	ANNUAL GROSS SALARIES	ANNUAL GROSS SALARIES BOD	BENEFITS	TOTAL ANNUAL REMUNERATION & BENEFITS 2019
Socrates P.Kokkalis	Chairman & Group CEO	675.000		74.594	749.594
Antonios Kerastaris	Group CEO (until 1/3/2019)	120.240		2.560	122.800
Constantinos Antonopoulos	Vice Chairman			20.602	20.602
Nikolaos Nikolakopoulos	Member (from 31/1/2019) & Group Deputy CEO	236.046		9.295	245.341
Chysostomos Sfatos	Member (from 31/1/2019) & Group Deputy CEO	193.637		6.672	200.310
Constatinos S, Kokkalis	Member (until 31/1/2019)			5.331	5.331
Dimitrios Klonis	Member		50.000		50.000
Petros Souretis	Member				0
Anastasios Tsoufis	Member		35.000		35.000
Alexandros Manos	Member (from 1/3/2019)		40.104		40.104
Sotirios Filos	Member		35.000		35.000
Ioannis Tsoukaridis	Member		35.000		35.000
	TOTALS	1.224.923	195.103	119.054	1.539.080

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).

NAME	TITLE	ANNUAL GROSS SALARIES	ANNUAL GROSS SALARIES & BENEFITS	TOTAL ANNUAL REMUNERATION & BENEFITS 2019	YEARLY DIF	YEARLY DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2018	YEARLY DIF	YEARLY DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2017	YEARLY DIF	YEARLY DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2016	YEARLY DIF	YEARLY DIF %	TOTAL ANNUAL REMUNERATION & BENEFITS 2015
Socrates P.Kokkalis	Chairman & Group CEO	675.000	74.594	749.594	-99.366	-11,70%	848.960	11.526	1,38%	837.434	8.745	1,06%	828.689	27.524	3,44%	801.165
Antonios Kerastaris	Group CEO (until 1/3/2019)	120.240	2.560	122.800	-361.968	-74,67%	484.768	1.668	0,35%	483.100	-15.477	-3,10%	498.577	23.725	5,00%	474.852
Constantinos Antonopoulos	Vice Chairman		20.602	20.602	254	1,25%	20.348	-319.552	-94,01%	339.900	-41.098	-10,79%	380.997	-8.398	-2,16%	389.395
Nikolaos Nikolakopoulos	Member (from 31/1/2019) & Group Deputy CEO	236.046	9.295	245.341	245.341											
Chysostomos Sftas	Member (from 31/1/2019) & Group Deputy CEO	193.637	6.672	200.310	200.310											
Constatinos S, Kokkalis	Member (until 31/1/2019)		5.331	5.331	-68.794	-92,81%	74.125	-1.722	-2,27%	75.846	12.216	19,20%	63.630	4.499	7,61%	59.131
Dimitrios Klonis	Member	50.000		50.000	4.130	9,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	0	0,00%	45.870
Petros Souretis	Member			0	-45.870	-100,00%	45.870	0	0,00%	45.870	0	0,00%	45.870	0	0,00%	45.870
Anastasios Tsoufis	Member	35.000		35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Alexandros Manos	Member (from 1/3/2019)	40.104		40.104	40.104			0			0			0		
Sotirios Filios	Member	35.000		35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
Ioannis Tsoukaridis	Member	35.000		35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000	0	0,00%	35.000
TOTALS		1.224.923	195.103	1.599.080	-85.860	-5,28%	1.624.940	-308.080	-15,94%	1.933.019	-35.615	-1,81%	1.968.633	47.350	2,46%	1.921.282
AVERAGE ANNUAL SALARY OF EMPLOYEE EXCLUDING DIRECTORS				30.264	-3.300	-9,83%	33.564	2.796	9,09%	30.768	-4.068	-11,68%	34.836	-1.848	-5,04%	36.684
FRITDA				7.161.881	-283.094	-3,80%	7.444.975	-1.318.055	-15,04%	8.763.030	9.257.569	-1871,96%	-494.539	-46.223.192	-101,08%	45.728.653

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).
- Since a Remuneration Policy was not established during the year of 2019, the Company continued to pay the fees of the members of the BoD as those were in place in the previous fiscal year as per par. 3 of article 110 of the L. 4548/2018 (par. 2 g´ of article 112 of the L. 4548/2018 as in effect, is not applied).