



Remuneration Report 2020

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1. Introduction

This annual Remuneration Report (hereinafter "the Report") has been prepared in accordance with the provisions of Law 4548/2018, Article 112, in line with the Commission's Guidelines (hereinafter "Guidelines") regarding the standardized presentation of the Remuneration Report under Directive 2007/36/EC, as amended by Directive (EU) 2017/828 as regards the encouragement of long-term shareholder engagement. It provides an overview of the remuneration model of "Greek Organization of Football Prognostics S.A." (hereinafter "OPAP" or "Company"), as it reflects the total remuneration of the members of the Board of Directors (hereinafter "BoD"), explaining how the Company's Remuneration Policy (hereinafter "the Policy") was applied in financial year 2020.

The Policy was designed by the Remuneration & Nomination Committee (hereinafter "the RNC") and approved initially by the BoD, from which, the Executive BoD Members abstained from the vote. Then the Policy was approved by over 98% of the shareholder vote at the 19th General Assembly of the Company's Shareholders (hereinafter "GA"), which took place on 22.05.2019. The Policy is in place for the financial year 2020, however a revised Policy version has been proposed for approval in the upcoming AGM scheduled for 17.06.2021.

During the financial year 2020, the Company, which is the leading gaming operator in Greece, reported Revenue (GGR) of € 930.2m (-32.1% versus 2019) while the Group's GGR amounted to € 1,129.8m (-30.3% versus 2019), derived from Lottery, Betting, VLTs, Instant & Passives and online Casino. 2020 revenues (GGR) have been significantly affected by COVID-19 outbreak and the fact that retail network remained closed for almost five months over the year. The Company's Net Profit amounted to € 101.2m (-50.8% versus 2019) while the Group's amounted to € 199.4m (-1.3% versus 2019). The Company and the Group reported a strong financial position, with Net Debt at €529.4m and 730.6m, respectively. FY 2020 dividend proposal to AGM stands at € 0.55 per share, on top of € 1.00 per share already paid in February 2020 as special dividend.

No event occurred during the year, in the Company's business environment, affecting the directors' remuneration. Derogation from the Policy occurred during financial year 2019 regarding exclusion of the CEO from the 2017-2019 LTIS (as described in paragraph 6).

The BoD composition was amended during the year, based on BoD Decision dated 20.05.2020 that accepted the resignation of the CEO and Executive Member of the Board of Directors, Mr. Damian Cope, and decided not to elect a new BoD member in replacement. Additionally, the BoD decided that as of 01.06.2020 and until a new CEO is appointed Mr. Jan Karas will assume responsibilities of Acting CEO. Finally, during the meeting that was held on 17.12.2020, the BoD decided upon the election and appointment of Mr. Jan Karas as a new executive member of the Company's Board of Directors and CEO with effective date 01.01.2021.

The Report is available on OPAP's corporate website (<https://www.opap.gr/en/>) for a period of ten years following the GA. The Company will keep the Report available on its website for a period longer than ten (10) years, provided that it no longer contains the personal data of

the BoD members and without prejudice to the provisions of the EU General Data Protection Framework.

2. Total remuneration of BoD members

Tables 1.a and 1.b. below, were compiled in order to provide a clear and comprehensive presentation of all remuneration granted or paid to OPAP's BoD members, as well as of any kind of remuneration from any other legal entity belonging to the Group.

Table 1.a shows the total remuneration of the BoD members for the financial years 2020 and 2019, from all the companies of the Group, while table 1.b shows the total remuneration from the other companies (except the parent company) of the Group.

When elected to Boards of OPAP's affiliates & subsidiaries, BoD members may receive a separate compensation by these affiliates. In this case, the annual remuneration per company should not exceed the amount of annual remuneration received from OPAP.

All remuneration is presented in gross amounts. It is noted that based on the Policy, Executive BoD Members, permanently domiciled outside of Greece, receive their remuneration at NET to ensure that they are not affected by the country's fluctuations of mandatory withholdings. NET remuneration is derived by deducting legally required social security contributions, income tax and a Special Tax Levy (STL) depending on STL scales mandatory withholdings.

Table 1.a - Remuneration of BoD members for financial years 2020 & 2019, from all the companies of the Group (amounts in €)

Name of Director, Position	Year	1 Fixed Remuneration			2 Variable Remuneration		3 Extraordinary items	4 Pension expense	5 Total remuneration	6 Proportion of fixed and variable remuneration	
		Base salary	Fees	Fringe Benefits	One - year variable	Multi - year variable					
Kamil ZIEGLER	2020	922,422.09	70,472.80	61,555.41					1,054,450.30	100%	-
Chairman-Executive BoD Member	2019	776,520.92	53,603.00	61,953.38	555,593.00	933,882.00			2,381,552.30	37%	63%
Damian COPE (1)	2020	447,586.06	20,500.00	73,435.16					541,521.22	100%	-
CEO-Executive BoD Member	2019	918,636.01	85,200.00	211,327.50	473,233.00		1,176,471.00		2,864,867.51	42%	58%
Jan KARAS (2)	2020	268,506.30	8,160.00	76,189.75					352,856.05	100%	-
CEO (Acting)	2019										-
Spyridon FOKAS	2020		85,200.00						85,200.00	100%	-
A' Vice Chairman-Non Executive BoD Member & Remuneration Committee	2019		99,600.00						99,600.00	100%	-
Pavel SAROCH	2020		21,600.00						21,600.00	100%	-
B' Vice Chairman-Non Executive BoD Member & Remuneration Committee	2019		35,196.77						35,196.77	100%	-
Pavel MUCHA	2020	445,638.08	85,200.00	123,706.35					654,544.43	100%	-
CFO-Executive BoD Member	2019	89,328.48	21,432.90	19,789.50					130,550.88	100%	-
Katarina KOHLMAYER DUBIELOVA	2020		21,600.00						21,600.00	100%	-
Non-Executive BoD Member	2019		2,040.00						2,040.00	100%	-
Robert CHVATAL	2020		21,600.00						21,600.00	100%	-
Non-Executive BoD Member & Remuneration Committee Member	2019		21,600.00						21,600.00	100%	-
Christos KOPELOUZOS	2020		21,600.00						21,600.00	100%	-
Non-Executive BoD Member	2019		21,600.00						21,600.00	100%	-
Stylianos KOSTOPOULOS	2020		21,600.00						21,600.00	100%	-
Non-Executive BoD Member	2019		21,600.00						21,600.00	100%	-
Nikolaos IATROU	2020		21,600.00						21,600.00	100%	-
Independent Non-Executive BoD Member	2019		11,100.00						11,100.00	100%	-
Igor RUSEK	2020		45,600.00						45,600.00	100%	-
Independent Non-Executive BoD Member & Audit Committee Member	2019		45,600.00						45,600.00	100%	-
Rudolf JURCIK	2020		45,600.00						45,600.00	100%	-
Independent Non-Executive BoD Member & Audit Committee Member	2019		45,600.00						45,600.00	100%	-
Dimitrakis POTAMITIS	2020		63,600.00						63,600.00	100%	-
Independent Non-Executive BoD Member & Audit Committee Chairman	2019		63,600.00						63,600.00	100%	-

(1) End of term on 31.05.2020

(2) Start of term 01.06.2020

**Table 1.b - Remuneration of BoD members for financial year 2020 & 2019, from all the companies of the Group (except the parent company)
(amounts in €)**

Name of Director, Position	Year	1 Fixed Remuneration			2 Variable Remuneration		3 Extraordinary items	4 Pension expense	5 Total remuneration	6 Proportion of fixed and variable remuneration	
		Base salary	Fees	Fringe Benefits	One - year variable	Multi - year variable					
Kamil ZIEGLER (1) Chairman-Executive BoD Member	2020		48,872.80						48,872.80	100%	-
	2019		32,003.00						32,003.00	100%	-
Damian COPE (2) CEO-Executive BoD Member	2020		11,500.00						11,500.00	100%	-
	2019		63,600.00						63,600.00	100%	-
Jan KARAS (3) CEO (Acting)	2020		8,160.00						8,160.00	100%	-
	2019										-
Spyridon FOKAS (4) A' Vice Chairman-Non Executive BoD Member & Remuneration Committee	2020		63,600.00						63,600.00	100%	-
	2019		78,000.00						78,000.00	100%	-
Pavel SAROCH (5) B' Vice Chairman-Non Executive BoD Member & Remuneration Committee	2020										-
	2019		13,596.77						13,596.77	100%	-
Pavel MUCHA (6) CFO-Executive BoD Member	2020		63,600.00						63,600.00	100%	-
	2019		15,732.90						15,732.90	100%	-

(1) Remuneration of financial year 2020, relates to subsidiaries Hellenic Lotteries S.A. (9,600), Opap Investment Ltd (18,000), Opap Cyprus Ltd (18,000) and Neurosoft S.A. (3,273).

Remuneration of financial year 2019, relates to subsidiaries Hellenic Lotteries S.A. (9,600), Opap Investment Ltd (18,000), and Opap Cyprus Ltd (4,403).

(2) Remuneration of financial year 2020, relates to subsidiaries Hellenic Lotteries S.A. (4,000) and Opap Investment Ltd (7,500).

Remuneration of financial year 2019, relates to subsidiaries Hellenic Lotteries S.A. (9,600), Opap Services S.A. (18,000), Opap Investment Ltd (18,000) and Opap Cyprus Ltd (18,000).

(3) Remuneration of financial year 2020, relates to subsidiary Hellenic Lotteries S.A. (8,160).

(4) Remuneration of financial year 2020, relates to subsidiaries Hellenic Lotteries S.A. (9,600), Opap Investment Ltd (18,000), Opap Cyprus Ltd (18,000) and Opap Sports Ltd (18,000).

Remuneration of financial year 2019 relates to subsidiaries Hellenic Lotteries S.A. (9,600), OPAP SERVICES S.A. (14,400), Opap Investment Ltd (18,000), Opap Cyprus Ltd (18,000) and Opap Sports Ltd (18,000).

(5) Remuneration of financial year 2019, relates to subsidiary Opap Investment Ltd (13,597).

(6) Remuneration of financial year 2020, relates to subsidiaries Hellenic Lotteries S.A. (9,600), Opap Investment Ltd (18,000), Opap Cyprus Ltd (18,000) and Opap Sports Ltd (18,000).

Remuneration of financial year 2019, relates to subsidiaries Hellenic Lotteries S.A. (2,427), Opap Investment Ltd (4,403), Opap Cyprus Ltd (4,403), and Opap Sports Ltd (4,500).

3. Remuneration in shares, and/ or options

The Company did not grant to the BoD members any remuneration in stock options and stock awards during the financial year 2020.

4. Use of the right to reclaim

No reclaim right was exercised during financial year 2020. Based on the approved Policy, awarded variable remuneration cannot be reclaimed by the Company.

5. Compliance with Remuneration Policy and application of performance criteria

5.1. Remuneration Policy

The Company's Policy applies to the remuneration of all BoD members, and is designed to reflect fairness in the context of pay conditions to all employees and align Board remuneration with the interests of OPAP's shareholders. The objective of the Policy is to meet market practice, to serve the strategic vision of the Company, its shareholders, its clients and wider stakeholders. With this in mind, the Policy is based on the following principles:

- Transparency,
- Alignment of interests between shareholders and management,
- Alignment of interests between employees and management,
- Attraction and retention of the right people,
- Performance – based remuneration.

All remuneration was subject to social security, tax, Special Tax Levy (STL) and stamp tax withholdings.

5.2. Executive BoD Member remuneration

During financial year 2020 and in line with the Company's approved Policy regarding the remuneration of the Executive BoD Members:

- The Executive Members held the positions of Executive Chairman, Chief Executive Officer and Chief Financial Officer.
- The RNC reviewed the performance of Executive BoD Members and proposed executive pay outcomes to the BoD accordingly. Executive BoD Members did not take part in the final Board decision on pay outcomes.
- Executive remuneration consisted of an annual base salary, benefits in kind as well as variable pay, consisting of an annual bonus and a Long-term profit-sharing scheme. Subject to the approval by the GA, variable pay components may be paid in cash as a profit-sharing distribution. The final allocation to each eligible person of the above mentioned remuneration and benefits will be made according to the recommendations of the RNC.

5.2.1. Fixed Remuneration

5.2.1.1 Base Salary

The fixed annual salary of Executive BoD Members was divided in 14 installments. Fixed remuneration reflected the level of responsibility, experience and expertise of the Executive BoD Members. During the financial year 2020, fixed remuneration was competitive with respect to comparable entities (in Greece and Europe) and appropriate considering the financial situation of the Company.

5.2.1.2 Fees from participation in Committees

Each BoD member received a fixed annual fee capped at €25,000. To receive 100% of Board fees, full meeting attendance was required. For attendance below 70%, Board fees were reduced proportionally. No such case occurred during 2020. Expenses such as travel and accommodation in relation to Board and Committee meetings, as well as relevant expenses, were reimbursed.

5.2.1.3 Fringe Benefits

The Executive BoD Members are entitled to benefits in kind and corporate tools, including use of corporate car, mobile phone, private health insurance (including coverage of spouses and children), group health & life insurance, fuel card, corporate credit card, laptop, and parking.

Executive BoD members permanently domiciled outside of Greece had access to the following benefits:

- House Lease – size and monthly rent depending on family size,
- Defined number and category of air tickets to home country,
- Support in order to meet tax filing obligations in host country, by Company's designated tax advisor,
- Tuition fees payment for children until end of secondary school education,
- International medical coverage with plus eventual extra coverage for travel insurance (eventual also for family members).

The above supplementary benefits are approved by the BoD following respective recommendation of the RNC based on the Company's "International Assignments Policy". Benefit payments are capped at 40% of fixed salary per year and individual.

5.2.2. Variable Remuneration

5.2.2.1 One year variable (annual bonus)

Performance criteria of the annual bonus were aligned with the Company's short-term objectives, as determined by the Company's strategic priorities, adjusted in 2020 for the prevailing financial conditions as a result of the pandemic.

The annual bonus of the Executive BoD Members reflects the personal results from financial year 2020, as well as the overall Company's performance, taking into account key profitability metrics. Key performance indicators ("KPIs") were split between financial group results

(minimum of 60%), such as Revenue, EBITDA and Net Profit, and non-financial, personal performance as well as qualitative and business operational criteria (up to 40%).

Performance targets for each KPI were set by the RNC at the beginning of the performance period. At the end of financial year 2020, the RNC assessed executive performance against these pre-set –and wherever necessary adjusted for the prevailing financial conditions– targets to determine individual quantitative and qualitative achievement and made respective proposals to the BoD.

The 2020 assessment indicated the following:

- a) Company's performance criteria: EBITDA (60% weight), GGR (20% weight) and Net Profit (20% weight)
- b) Final target fulfillment: 89%

For the financial year 2020 and in line with the approved Policy of the Company regarding the annual bonus of the Executive Members of the BoD and Key Management Personnel (Top Management and Team Directors of the Company whose performance is associated with specific target(s) set by the Company) amounting in total up to 50 employees following respective recommendation of the RNC, the granting of variable remuneration of a total amount of up to € 2,500,000 for all Executive BoD members and Key Management Personnel, as per above, was decided, based on the BoD meeting dated 27.05.2021. Such amount is to be paid in cash as a profit-sharing distribution from the Net Profits of the financial year 2020 of the Company. The above amount had not been allocated until the date this Report was finalised, as such profit-sharing distribution option is subject to the approval of the Annual Shareholders Meeting 2021, which will be held on 17.06.2021 and also based on the authorization of the Remuneration and Nomination Committee to finally decide upon the final individual allocation of amount to each eligible person. The allocation of the annual bonus will be documented in the Report of the next financial year.

As far as the annual bonus of the financial year 2019 is concerned, it had not been included in tables 1.a, 1.b and 2 of the 2019 Remuneration Report since the individual allocation was not available then, it is noted that the amount that were finally distributed to the three BoD Directors following the AGM approval dated 25.06.2020 stood at € 1,145,414 and has been incorporated in the respective tables of the 2020 Report with the exception of the former CFO and executive BoD member Mr. M. Houst's remuneration, of € 116,588 which has been excluded from the aforementioned tables as his term finished within 2019.

5.2.2.2 Multi-year variable (Long – Term Incentive Scheme)

The Long-Term Incentive Scheme (hereinafter "LTIS") program aligns pay outcomes with the long-term performance of the Company and contributes to the Company's business strategy, long-term interests and sustainability by signaling to participants about the importance of long term oriented behavior and financial outcomes and involves Executive BoD Members.

Following respective recommendation of the RNC, the 20th AGM dated 25.06.2020 approved a new LTIS with distribution of part of the Net Profits of the Company to Executive Members of the BoD and other Key Management Personnel of the Company, for a three-year period (2020 - 2022) under the terms and conditions proposed by the BoD. The Ordinary

Shareholders' GM further authorized a) the Company's RNC in order to specify the exact percentage of compounded growth within the range mentioned at the Ordinary Shareholders' GM; and b) the Company's BoD to specify further the terms and conditions of the new LTIS for the years 2020 to 2022 at its own discretion, as well as to do and perform any relative action(s) and make any relevant decision(s) regarding the LTIS within the boundaries of the applicable legislation and within the scope of the terms and conditions presented by the Board of Directors to the Ordinary Shareholders' GM and following the relevant recommendations of the RNC. The allocation of the LTIS including details of the actual performance, performance targets and relative achievement will be documented in the Report of the next financial year.

The 17th AGM, which took place on 27.04.2017, following the decision of the BoD, as per the respective recommendation of the RNC, approved a three year period LTIS, covering years 2017 – 2019. The 20th AGM dated 25.06.2020 approved the distribution from Company's Net Profits of € 1,163,647 to two executive BoD Directors which is being presented in table 1.a above with the exception of the former executive BoD member Mr. M. Houst's remuneration, of € 229,765, which has been excluded from the aforementioned table as his term finished within 2019.

5.3. Non-Executive BoD Member Remuneration

During the financial year 2020 and in line with the Company's approved Policy regarding the remuneration of the Non-Executive BoD Members:

- BoD consisted of 10 Non-Executive Members and 3 Executive Members up until 31.05.2020 and 2 Executive Members from 1 June until 31.12.2020.
- Non-Executive BoD Members received a fixed annual fee capped at €25,000.
- In addition, Audit Committee members and the Chair of the Audit Committee were entitled to a supplementary annual compensation which did not exceed 3-fold the fixed annual fee for their role as ordinary BoD members
- Non-Executive BoD Members did not receive any variable compensation, pension contributions or loans.
- Travel and accommodation expenses of non-executive Board members were approved by the Chairman of the Board of Directors.
- Individual Non-executive BoD Member may be required to take on specific ad hoc tasks outside their normal duties, assigned by the Board of Directors, according to the related parties' transactions framework. In each such case, the Board of Directors shall determine a fixed fee for the work carried out related to those tasks. Fees for extraordinary assignments for non-executive BoD members cannot exceed 25,000 € per year per person. No such case occurred during the financial year 2020.

6. Derogations & deviations from the Remuneration Policy

It is noted that as far the LTIS for the years 2017-2019 is concerned Mr. Damian Cope (CEO until 31.05.2020) was excluded since he was entitled to an exclusive bonus as per his contract which finally amounted to € 1,176,471 and has been incorporated in table 1.a. above.

It must also be noted that the Deputy CEO, Mr. Odysseas Christoforou, is not included in the present report since his portfolio of duties is very specific and he does not replace the CEO when he/she is absent.

7. Comparative information on the change of remuneration and Company performance

Table 2 below, depicts the annual change of the last five financial years in the remuneration of BoD members, in the performance of the Company, as well as in the average remuneration of the Company's employees except the executive BoD members, in full – time equivalent.

The following BoD members are not included in table 2 below since their term finished within 2019:

- Michal Houst up until 26.09.2019
- Pavel Horak up until 27.11.2019
- Marco Sala up until 26.06.2019

Table 2 - Comparative table over the remuneration and Company performance

	2017 vs 2016		2018 vs 2017		2019 vs 2018		2020 vs 2019		Financial Year 2020
Annual change	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)
Director's remuneration									
Kamil ZIEGLER Chairman-Executive BoD Member	-63,541.37	-3.1%	-550,258.36	-27.5%	928,431.55	63.9%	-1,327,102.00	-55.7%	1,054,450.30
Damian COPE CEO-Executive BoD Member	462,303.15	34.8%	35,026.03	2.0%	1,040,709.60	57.1%	-2,323,346.29	-81.1%	541,521.22
Jan KARAS CEO (Acting)							352,856.05		352,856.05
Spyridon FOKAS A' Vice Chairman-Non Executive BoD Member & Remuneration Committee Member	600.00	0.6%	1,800.00	1.8%			-14,400.00	-14.5%	85,200.00
Pavel SAROCH B' Vice Chairman-Non Executive BoD Member & Remuneration Committee Chairman	-5,000.00	-11.7%	1,800.00	4.8%	-4,403.23	-11.1%	-13,596.77	-38.6%	21,600.00
Pavel MUCHA CFO-Executive BoD Member					130,550.88		523,993.55	401.4%	654,544.43
Katarina KOHLMAYER DUBIELOVA Non-Executive BoD Member					2,040.00		19,560.00	958.8%	21,600.00
Robert CHVATAL Non-Executive BoD Member & Remuneration Committee Member	16,472.00		5,128.00	31.1%	0.00				21,600.00
Christos KOPELOUZOS Non Executive BoD Member	600.00	3.1%	1,800.00	9.1%	0.00				21,600.00
Stylianios KOSTOPOULOS Non-Executive BoD Member			14,760.00		6,840.00	46.3%			21,600.00
Nikolaos IATROU Independent Non-Executive BoD Member					11,100.00		10,500.00	94.6%	21,600.00
Igor RUSEK Independent Non-Executive BoD Member & Audit Committee Member	600.00	1.4%	1,800.00	4.1%					45,600.00
Rudolf JURCIK Independent Non-Executive BoD Member & Audit Committee Member	600.00	1.4%	1,800.00	4.1%					45,600.00
Dimitrakis POTAMITIS Independent Non-Executive BoD Member & Audit Committee Chairman	600.00	1.0%	1,800.00	2.9%					63,600.00

	2017 vs 2016		2018 vs 2017		2019 vs 2018		2020 vs 2019		Financial Year 2020
Annual change	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)	Percentage (%)	Amount (€)
Group performance (Amounts in € '000)									
Financial Metric A_GGR (Revenue)	57,949	4.1%	91,501	6.3%	72,881	4.7%	-490,113	-30.3%	1,129,783
Financial Metric B_EBITDA	-1,085	-0.4%	47,234	15.4%	58,890	16.7%	-152,266	-36.9%	260,313
Financial Metric C_NET INCOME	-41,318	-23.9%	13,763	10.5%	56,797	39.1%	-2,720	-1.3%	199,378
Company performance (Amounts in € '000)									
Financial Metric A_GGR (Revenue)	48,934	4.2%	92,508	7.7%	75,826	5.9%	-439,704	-32.1%	930,219
Financial Metric B_EBITDA	-13,921	-5.1%	28,971	11.1%	76,090	26.3%	-118,336	-32.4%	246,696
Financial Metric C_NET INCOME	-46,525	-27.0%	9,627	7.7%	70,422	52.1%	-104,446	-50.8%	101,166
Average remuneration on a full - time equivalent basis of employees (Amounts in € '000)									
Employees of the Group	-10.3	-19.7%	6.7	16.0%	0.6	1.2%	1.7	3.4%	51.0
Employees of the Company	-4.9	-9.0%	5.3	10.7%	-0.4	-0.7%	0.2	0.3%	54.2

Finally, as far as the requirement of the article 112, par. 3, L.4548/2018 is concerned, it is mentioned that the Remuneration Report for the year 2019 was voted in favor by the vast majority of shareholders (98.2%), who participated at the Company's AGM dated 25.06.2020.



Report of the statutory auditor on the remuneration report in accordance with article 112 of Law 4548/2018

To the Board of Directors
of ORGANISATION OF FOOTBALL PROGNOSTICS S.A.
112, Athinon Avenue,
104 42 Athens

We performed our procedures described in the "Scope of Work" section below, based on our engagement letter dated 21/05/2021, and in accordance with the requirements of paragraph 4 of article 112 of Law 4548/2018, in order to determine if and to what extent the Remuneration Report (Annex A), that has been prepared by ORGANISATION OF FOOTBALL PROGNOSTICS S.A. (the Company) for the year ended 31 December 2020, provides the information referred to in article 112 of Law 4548/2018.

Regulatory Framework

According to the provisions of article 112 of Law 4548/2018, entities with shares listed on a regulated market are obligated to prepare a clear and understandable Remuneration Report, that provides a comprehensive overview of the total remuneration described in the remuneration policy of the entity, as provided in article 110 of that law. The Remuneration Report is submitted for discussion at the annual general meeting as a separate agenda item. Following the discussion at the annual general meeting, the Remuneration Report is published in accordance with paragraph 4 of article 112 of Law 4548/2018 and is available for a period of ten (10) years. In the same paragraph it is also stated that the entity's auditors should examine if and to what extent the Remuneration Report provides the information required by article 112 of Law 4548/2018.

Responsibility of the Management of the Company

The Management of the Company is responsible for the correct preparation of the Remuneration Report in accordance with article 112 of Law 4548/2018. In this context, the Management of the Company is obligated to prepare a clear and understandable Remuneration Report, which provides a comprehensive overview of the total remuneration described in the remuneration policy of the Company, in accordance with article 110 of Law 4548/2018.

Furthermore, the Management of the Company has the responsibility for the implementation of all necessary internal controls to ensure that the Company is in compliance with the provisions of articles 110, 111 and 112 of Law 4548/2018, as in force.

Auditor's Responsibility

Our responsibility is limited to the issuance of this Report, based on the procedures we have performed to ascertain if and to what extent the Remuneration Report (Annex A), that has been prepared by the Company for the year ended 31 December 2020, provides the information referred to in article 112 of Law 4548/2018.



Our work was performed in accordance with the International Standard on Assurance Engagements 3000, "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" and is limited to the procedures described in the "Scope of Work" section below.

Scope of Work

Our work was performed to ascertain if the Remuneration Report contains, as a minimum, the following information regarding the remuneration of each individual member of the Company's board of directors and of the chief executive officer.

(a) the total remuneration granted or paid, including analysis of each remuneration component, the relative proportion of fixed and variable remuneration, including the remuneration described in paragraph 2 of article 109, and explanation of how performance criteria are applied and how total remuneration complies with the approved remuneration policy,

(b) the annual change of remuneration of the members of the board of directors, of the chief executive officer and his deputy, the performance of the Company and the average remuneration on a full-time equivalent basis of the employees of the Company, other than the executives, over at least the five (5) most recent financial years, presented in a manner which permits comparison by the shareholders,

(c) any remuneration of any kind received from any company belonging to the same group, as defined in article 32 of Law 4308/2014,

(d) the number of shares and share options granted or offered to the members of the board of directors and the main conditions for the exercise of the rights, including the exercise price and the exercise date and any change thereof,

(e) any share options exercised by the board of directors under the Company's share-based remuneration plans,

(f) information on the use of the ability to recover variable remuneration,

(g) information on any deviations from the implementation of the remuneration policy in accordance with paragraph 7 of article 110, including an explanation of the exceptional nature of the circumstances that led to the deviation and the indication of the specific elements of the remuneration policy that have been deviated from.

Conclusion

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the Remuneration Report of ORGANISATION OF FOOTBALL PROGNOSTICS S.A., that has been prepared for the year ended 31 December 2020, does not contain the information required by article 112 of Law 4548/2018.



Restriction of Use

Our Report has been prepared solely for the purpose stated in its first paragraph hereof and is addressed exclusively to the Board of Directors of the Company, in order for it to be considered by the shareholders at the annual general meeting of the Company, and shall not be used for any other purposes.

Athens, 28 May 2021

The Certified Auditor Accountant

PricewaterhouseCoopers S.A.
Certified Auditors – Accountants
268, Kifissias Avenue
152 32 Halandri
SOEL Reg. 113

Konstantinos Michalatos
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