



OPAP S.A.

Special Annual Report under Article 3C of Law 4706/2020 regarding Gender-balanced Representation on the Board of Directors

PART A: Company Information

Company Name:	Organization of Football Prognostics S.A.
G.E.MI. Number:	003823201000
Tax Identification Number (TIN):	090027346
Company Activity Sector:	Gambling and betting activities
Number of Employees:	1308 ¹
Annual Turnover:	€ 1.477.135.488,05 (reference year 2024)
Annual Balance Sheet:	€ 1.357.666.774,93 (reference year 2024)

PART B: Gender Representation in the Board of Directors

The Board of Directors (BoD) of OPAP S.A. ('the Company') currently consists of eleven (11) members, out of which:

- three (3) are executive members
- eight (8) are non-executive members, of which four (4) are independent members.

The members of the Board of Directors of the Company are as follows:

Jan Karas	Chairman and CEO
Pavel Šároch	Vice-Chairman A, Non-Executive Board Member
Cherrie Mae Chiomento -Ferreria	Vice-Chair B, Independent Non-Executive Board Member
Pavel Mucha	Executive Member
Kamil Ziegler	Executive Member
Katarina Kohlmayer	Non-Executive Member
Robert Chvátal	Non-Executive Member

¹ Reference date: 31.12.2024.



Igor Rusek	Non-Executive Member
Nicole Conrad-Forker	Independent Non-Executive Member
Theodore Panagos	Independent Non-Executive Member
Georgios Mantakas	Independent Non-Executive Member

The Company complies with the quantitative target, currently in force, for the representation of the underrepresented gender in the BoD, set by Corporate Governance Law 4706/2020 (i.e., 25% of the total members of the BoD, with fractions rounded down to the previous integer) and included in its Fit & Proper Policy. The detailed data on gender representation within the Board of Directors of the Company are depicted in the following table:

Gender Representation in the Board of Directors of OPAP S.A.				
	Members in Total	Male Members	Female Members	Percentage of Underrepresented Gender Members
Members	11	8	3	27,3%
Executive Members	3	3	0	0
Non-Executive Members	8	5	3	37,5%
Independent Non-Executive Members	4	2	2	50%
Recent Board Minutes regarding the constitution of the Board into body:	BoD Minutes: 8/26.09.2024, item 4.2 General Commercial Registry (GEMI) Registration number (KAK): 4503475/09.10.2024 (Announcement Prot. Number: 3399637)			

PART C: Measures implemented or to be taken to improve gender-balanced representation on the Company's Board of Directors.

The Board of Directors acknowledges the importance of its composition—not only for compliance with existing legal requirements, but also for shaping a strong corporate culture that effectively promotes diversity and equal opportunities. Furthermore, it closely monitors developments in the legal and regulatory framework, particularly regarding the increasing requirements for gender-balanced representation, ensuring the adoption of best practices in corporate governance.

In this context, the Company's BoD conducts an annual detailed assessment of the collective and individual suitability of its members, focusing on effectiveness, collaboration, professional ethics, and the members' contribution to the realization of the Company's vision, as well as identifying areas for improvement in terms of gender-balanced representation and diversity. In all respects, the Company ensures, at every level of operation and management, the



exclusion of any form of unfair discrimination (including gender-based discrimination), by implementing internal procedures and policies that support meritocracy and the empowerment of underrepresented groups.

With regard to adequate gender representation, the Company places significant emphasis on the amendments introduced to Law 4706/2020 pursuant to Article 5 of Law 5178/2025, effective as of 30/06/2026.

All required actions, as well as revisions to the Company's existing policies and procedures, will be implemented within the prescribed timeframe, with a focus on continuously improving gender balance and enhancing the collective suitability of the Board of Directors.

ATHENS, 26/09/2025

FOR OPAP S.A.

Jan Karas

Chairman of the Board of Directors and Chief Executive Officer