

Athens, 17 December 2025

New Eight-member Board of Directors with strengthening participation of independent members

GR. SARANTIS S.A. proceeded with the reconstitution of its Board of Directors, strengthening the ratio of independent directors and members of the underrepresented gender, in full alignment with international best practices in corporate governance.

In this context, during the scheduled Board of Directors meeting on December 17, 2025, Mr. Christos Varsos, Chief Financial Officer of the Group, and Mr. Evangelos Siarlis, Chief Human Resources Officer of the Group, resigned from their positions as members of the Board of Directors, while retaining their executive roles and continue guiding the Group's strategic and operational direction as members of the Executive Committee.

At its meeting on the same day, the Board of Directors decided not to replace the resigning members and was reconstituted in accordance with the Articles of Association and Law 4706/2020. The new composition comprises eight members, four of whom, or 50%, are independent non-executive directors, while the representation of the underrepresented gender now stands at 37.5% of the total number of members.

More specifically, the new composition of the Board of Directors is as follows:

1. Kyriakos Sarantis - Chairman, Executive Director
2. Grigorios Sarantis - Vice Chairman, Non-Executive Director
3. Ioannis Bouras - Chief Executive Officer, Executive Director
4. Konstantinos Rozakeas - Non-Executive Director
5. Michalis Imellos - Independent Non-Executive Director
6. Maria Ioanna Politopoulou - Independent Non-Executive Director
7. Angeliki Samara - Independent Non-Executive Director
8. Alexandra Gren - Independent Non-Executive Director

It should be noted that the term of office of the above Board of Directors is four years and expires for all its members on December 20, 2027.

The representation of the Company remains unchanged.

Executive Committee

The Executive Committee remains unchanged in its composition, continuing to serve as the primary body for decision-making and strategic execution. With a stable

structure and a unified vision, the Executive Committee ensures the consistent delivery of the Group's long-term strategic objectives. The Executive Committee consists of five members, as follows:

- Ioannis Bouras – Group Chief Executive Officer
- Christos Varsos – Group Chief Financial Officer
- Evangelos Siarlis – Group Chief Human Resources Officer
- Nikolaos Bazigos – Group Chief Supply Chain Officer
- Lakis Vasileiadis – Group Chief Marketing Officer

The experience and expertise of the members of the Executive Committee reinforce the Group's ability to implement its strategy, respond to market challenges and lay the foundations for the next stage of its development.

Board Committees

The Board Committees continue to operate in accordance with best corporate governance practices, with no changes to their composition.

The term of office of the Committees coincides with that of the Board of Directors.

About Sarantis Group

Based in Athens and having a history of over 60 years in the industry, Sarantis Group is a multinational consumer products company with an ever-expanding geographical footprint and leading brands. The Group's business is focused on the categories of Beauty, Skin & Sun Care, Personal Care, Home Care Solutions and Strategic Partnerships, offering in each category high quality brands that are top in consumers' preferences. With a strong activity in thirteen countries organized in 8 business units - Greece (including Portugal and selected international markets), Poland, Romania, Czech Republic & Slovakia, West Balkans, Ukraine, Bulgaria, Hungary - the Group maintains a dynamic international profile, enhancing its expansion footprint through its presence in selected international markets.