

Special Annual Report pursuant to Article 3C of Law 4706/2020 of the Company “GR. SARANTIS S.A.”

This Special Annual Report has been prepared in compliance with the requirements of Article 3C of Law 4706/2020, as introduced by Article 7 of Law 5178/2025. It also takes into account the updated guidelines of Circular 60/2020 of the Hellenic Capital Market Commission dated 29 April 2025, as well as the communications dated 24 February 2025 and 8 September 2025 from the Listed Companies Directorate of the Hellenic Capital Market Commission and the General Secretariat for Equality and Human Rights. The present Report provides information regarding the gender balance on the Board of Directors of the Company “GRIGORIS SARANTIS SOCIETE ANONYME INDUSTRIAL AND COMMERCIAL COMPANY OF COSMETICS, CLOTHING, HOUSEHOLD AND PHARMACEUTICALS” (the “Company”).

PART A: Company Information

This section sets out key details regarding the Company’s identity and business activities.

Name:	GRIGORIS SARANTIS SOCIETE ANONYME INDUSTRIAL AND COMMERCIAL COMPANY OF COSMETICS, CLOTHING, HOUSEHOLD AND PHARMACEUTICALS
GCR Number:	255201000
Tax Identification Number:	094017922
Company’s business activity:	Main Activity Code: 20420000 MANUFACTURE OF PERFUMES AND BEAUTY PRODUCTS
Number of employees at Company level:	892 (as of 31.12.2024)
Company’s Annual turnover:	€209,797,740 (for fiscal year 2024)
Company’s Annual Balance Sheet:	€423,735,733 (for fiscal year 2024)

PART B: Gender balance in the Company's Board of Directors

This section provides information on the composition of the Company's Board of Directors, based on the most recent minutes regarding the formation of the Board. The data are presented by member category (executive, non-executive, and independent non-executive) and by gender, for checking the level of compliance with the provisions of paragraph 3, Article 3A of Law 4706/2020.

The Company fully complies with the applicable provisions regarding gender balance in the Board of Directors, as set out in Article 3A of Law 4706/2020, taking into account the provisions of Articles 17(2) and (3) and 49(2) of Law 5178/2025. Specifically, in accordance with these provisions, at the time of the present Report, the participation of the under-represented gender to the Company's Board of Directors must not be less than twenty-five percent (25%) of the total number of Board members. In cases where this calculation results in a fraction, the percentage is rounded up to the nearest whole number.

From 30 June 2026 onwards, the aforementioned percentage should not be less than thirty-three percent (33%) and, in the event of a fraction, it shall be rounded up to the nearest whole number. Furthermore, from 30 June 2026 onwards, when three (3) or more executive members serve on the Company's Board of Directors, the minimum representation of thirty-three percent (33%) must include at least one (1) executive member of the under-represented gender. The Company is required to comply with this obligation (provided that three or more executive members serve in its Board) during the first term of office of the Board after 30 June 2026, or in the next term in the event of a renewal or at the time of replacement of an existing executive member for any reason. It is clarified that these obligations do not apply at the time of drafting this Report and shall become effective on 30 June 2026.

The data on gender representation in the Company's Board of Directors, in accordance with the provisions applicable to the Company at the time of paragraph 3 of Article 3A of Law 4706/2020, are presented in the following table:

	Total number of members	Male Members	Female Members	Percentage of Members of the Under-Represented Gender
Members	10	7	3	30%
Executive Members	4	4	0	0%
Non-executive Members	6	3	3	50%
Independent non-executive Members	4	1	3	75%
Reference to the most recent Board of Directors meeting minutes:		The decision of the Board of Directors dated 13 May 2024 (Minutes 3957/13.05.2024), by which the Company's Board of Directors was restructured.		

Based on the above information, it is concluded that three (3) out of the ten (10) members of the Company's current Board of Directors belong to the under-represented gender, representing 30% of the total Board members. This exceeds the applicable minimum threshold of 25% as required by the legislation currently applicable.

PART C: Measures implemented by the Company to promote gender balance on the Board of Directors

This section outlines the measures implemented or intended to be implemented by the Company to enhance gender balance in the Board of Directors.

As expressly stated in the current Board of Directors Suitability Policy, the Company supports and promotes diversity, aiming to achieve an appropriate level of diversity in the Board by constituting a diverse group of members. Moreover, the Company ensures, through its practices and procedures, that no individual is excluded from eligibility or election to the Board of Directors on the grounds of gender, age, race, color, ethnicity, social origin, religion or beliefs, property, disability, or sexual orientation. Furthermore, the Company shall take all necessary organizational measures to comply with the obligations of Article 3A of Law 4706/2020 before 30 June 2026, in accordance with paragraph 2 of Article 42 of the same law.

In this context, and in line with international best practices in corporate governance, the Company's Board of Directors intends to be restructured by the end of 2025, with the primary objectives of: (a) increasing operational flexibility, and (b) further strengthening independence, while ensuring compliance with the provisions of paragraph 3 of Article 3A of Law 4706/2020, well before 30 June 2026.

Submission of the Report

This Special Annual Report will be published on the Company's website and submitted, within the prescribed deadline, to the competent authorities in accordance with Article 3C of Law 4706/2020:

- a) the Hellenic Capital Market Commission, as the competent authority responsible for supervising listed companies and, in particular, ensuring compliance with the obligations of Articles 3A, 3B, and 3C of Law 4706/2020, as applicable;
- b) the "Documentation, Research and Digital Support Department (Observatory)" of the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and Family, and
- c) the "Ombudsman".

Marousi, September 9th 2025

The Board of Directors of the Company "GR. SARANTIS S.A."