GR. SARANTIS S.A.

ANNUAL FINANCIAL REPORT

of period from 1st January to 31st December 2022

G.E.M.I. 255201000
26 Amarousiou – Halandriou,
151 25, Marousi, Athens

The Annual Financial Report was prepared in accordance with article 4 of Law 3556/2007 and it was approved by the Board of Directors of SARANTIS S.A. on March 27th 2023. It is uploaded on the internet, on the website: www.sarantisgroup.com

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1. STATEMENTS BY MEMBERS OF THE BOARD OF DIRECTORS

Statements by Members of the Board of Directors

(according to article 4 of Law 3556/2007)

It is hereby declared that to our knowledge, the annual parent and consolidated financial statements of the company "GR. SARANTIS S.A." for the financial year 2022 (from 1 January 2022 to 31 December 2022), which were prepared according to the applicable International Financial Reporting Standards, accurately present the assets and liabilities, equity and results of the Company Gr. Sarantis S.A. as well as those of the companies included in the consolidation, considered as a whole.

Furthermore, we declare that to our knowledge, the annual management report of the Board of Directors reflects in a true manner the development, performance and financial position of GR. SARANTIS S.A., and of the businesses included in the Group consolidation, considered as a whole, including the description of the principal risks and uncertainties faced.

Marousi, March 27th 2023

The Members of the Board

THE CHAIRMAN OF THE BOARD	CHIEF EXECUTIVE OFFICER & BOARD MEMBER	THE FINANCE DIRECTOR & BOARD MEMBER
GRIGORIS SARANTIS	KYRIAKOS SARANTIS	KONSTANTINOS ROZAKEAS
ID No. X 080619/03	ID No. AI 597050/2010	ID No. AK 783631/13

BOARD OF DIRECTORS' ANNUAL MANAGEMENT REPORT
FOR THE YEAR 01.01.2022 – 31.12.2022

2. BOARD OF DIRECTORS' ANNUAL MANAGEMENT REPORT

ANNUAL MANAGEMENT REPORT OF THE BOARD OF DIRECTORS

OF THE COMPANY "GR. SARANTIS S.A."

on the Annual Financial Statements for the financial year from 1st January to 31st December 2022

2.1 INTRODUCTION

The present Annual Report by the Board of Directors which follows (hereinafter the "Report") refers to the financial period 01.01.2022 - 31.12.2022. This Report was prepared and is in line with the relevant stipulations of Law 3556/2007 (Government Gazette 91A/30.04.2007) and the relevant executive decisions issued by the Hellenic Capital Market Commission, as well as Decision no 8/754/14.04.2016 issued by the Board of Directors of Hellenic Capital Market Commission and provisions of Law 4548/2018.

The Report, along with the financial statements of "GR. SARANTIS S.A." (hereafter the "Company"), includes to their entirety all the other elements and statements required by the law in the annual financial report for the period 1.1.2022-31.12.2022.

The present report briefly presents the Company's financial information for financial year 2022, significant events that occurred during the year and their effects on the financial statements. The report also includes a description of the basic risks and uncertainties the Group's companies may face in the following year and finally within the report, significant transactions between the issuer and its related parties are also presented.

The report also includes non financial information – sustainability report, the Corporate Governance statement, the depiction of the most significant related party transactions of the Company and the Group, as well as additional information as required by the respective legislation.

The financial statements (company and consolidated), the audit report by the certified auditor and the management report of the Board of Directors of GR. SARANTIS S.A. are being presented on the address: https://sarantisgroup.com/investor-relations/financial-briefing/results-release/
The financial statements and the certified auditors' audit reports of Sarantis Group's companies which are being consolidated and which are not publicly traded are being presented on the following address: https://sarantisgroup.com/investor-relations/financial-briefing/subsidiaries-financial-statements/

The Consolidated and Company Financial Statements were compiled according to the International Financial Reporting Standards (I.F.R.S.), as these have been adopted by the European Union (E.U.).

This Report also refers to Alternative Performance Measurement Indicators in paragraph 2.14.

2.2 PERFORMANCE AND FINANCIAL POSITION

The Group's total turnover during FY 2022 reached € 445.07 million from € 406.26 million in FY 2021, up by 9.55%, a significant performance driven by both value and volume.

The diversification of the Group's product portfolio, its focus behind its HERO portfolio, and its ability to exploit opportunities in high-potential spaces, as well as pricing actions, supported sales growth, across the Group's region and behind its strategic product categories, particularly within the categories of skin care, sun care, body wash, deodorants, garbage bags, food packaging products and food supplements, as well as luxury cosmetics, that were positively influenced by higher demand.

- Greek sales amounted to €148.24 million in 2022 compared to €142.78 mil. last year, up by 3.82%, presenting significant growth behind strategic personal care categories, such as skin care, suncare, deodorants, fragrances, haircare, as well as behind the home care categories of food packaging and garbage bags. At the same time, Greek sales benefited considerably from growth opportunities within the health care and the exports channels, while strong growth was observed in the luxury cosmetics channel.
- The Affiliates exhibited significant sales growth of 12.66% across all strategic product categories, reaching €296.83 million in 2022 from €263.48 million last year. Excluding the fx currency impact, on a currency neutral basis, Affiliates' sales presented a growth of 14.23%.

Throughout 2022, persisting cost inflation, that was further exacerbated due to the war in Ukraine, put significant pressure on the Group's profitability. In order to partly mitigate the impact of inflationary pressures and supply chain disruptions the Group responded with initiatives aimed at driving top line growth, including dynamic pricing and enhanced diversification, while at the same safeguarding the Group's competitive positioning and focus behind quality. In addition, the Group placed emphasis on cost saving initiatives, relating to supply chain optimization, product portfolio rationalization, focus on increasing efficiency and productivity, and balanced advertising and promotion expenses.

- EBITDA* was down by 4.85% to € 45.53 mil. in FY 2022 from €47.86 mil. in FY 2021, with an EBITDA margin of 10.23% from 11.78% in FY 2021.
- Earnings Before Interest and Tax (EBIT) reached Earnings Before Interest and Tax (EBIT) reached € 32.24 mil. during FY 2022 versus € 34.99 mil. in FY 2021, reduced by 7.86%, and EBIT margin stood at 7.24% from 8.61% in FY 2021.
- Earnings Before Tax (EBT) settled at €31.76 mil. in FY 2022 from €37.72 mil. in FY 2021, reduced by 15.81%, with the EBT margin reaching 7.14% from 9.29% the previous year.
- Net Profit reached €26.27 mil. in FY 2022 from €31.01 mil. in the previous year, down by 15.29%, while Net Profit margin settled at 5.90% from 7.63% in FY 2022.

The financial figures above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market. Analytical information can be found in the Group's 2022 Financial report in paragraph 4.10.2

*Alternative Performance Measures as defined in paragraph 2.14 of the Group's Financial Report.

On the balance sheet front, the Group exhibits a healthy financial position supported by the profitability of the business, balanced capital expenditure as well as the efficient working capital management.

Thus, as of the end of 2022 the Group successfully maintained a net cash position of € 15.35 mil. Despite the challenges posed by supply chain disruptions, the Group has managed to maintain its working capital requirements over sales close to last year's levels, which underscores its strong ability to manage inventory efficiently. Additionally, the Group's close control of trade receivables demonstrates its commitment to maintaining a healthy cash flow position.

Overall, the Group is navigating a difficult market environment, but remains committed to its strategic agenda investing in initiatives to accelerate growth, either organically or through acquisitions, and to return value to its shareholders.

As part of its strategy to further grow sales and profits organically, emphasis is given in optimizing and enhancing the Group's product portfolio, leveraging the strong brand equity within its strategic product categories across its geographical region. Targeted investments and innovation plans are allocated behind strategic product development initiatives in order to drive further growth across our territory.
Within the years 2021 & 2022 a significant project took place related to focusing on the Group's HERO portfolio, high-value core brands within our strategic categories that can drive profitability and sustainable growth for our business. We implemented successfully a portfolio rationalization process, that resulted in the destruction of low value adding non-core stock, and benefited from the focus we placed behind our HERO portfolio through increased sales and targeted A&P expenses. We expect that our strategic focus on our HERO portfolio will have a significant positive impact on our future growth prospects.

Within 2022, the Group paid a dividend for FY 2021 of approximately €10 mil. (0.143108 euros per share). and the Board of Directors will propose to the AGM a dividend payment of € 10 mil. (0.143108 euros per share) highlighting its commitment behind returning value to its shareholders, while following its strategic objectives.

At the same time the Group remains active behind its agenda for acquisitive growth. The acquisition of STELLA PACK, a Polish consumer household products company, boasting 25 years of successful presence in the categories of Garbage Bags, Food Packaging and Cleaning items for the Household, is expected to be finalized by the end of H1 2023, following the approval of the antimonopoly authorities, and is estimated to bring significant additional value creation to the Group, as well as contribute to the Group's efforts behind circular economy practices.

Moreover, the Group is also working to improve its operational efficiencies and effectiveness focusing on streamlining processes in the supply chain, investing in automations, infrastructure and systems. The construction of Polipak's new production facility is a significant investment to this end. The new, 24,000 square-meter, technologically advanced production plant is equipped with modernized machinery, upgraded R&D and implements automated production processes towards the production of more environmentally friendly products and increased energy efficiency. The new halls have been fully automated, equipped with robotic systems and autonomous forklifts, a most advanced central feeder and a cascading regranulation line, while the final product is improved in terms of ecological profile, durability, and functionality.

ESG Highlights - Consistent progress behind the Group's Sustainability Strategy

Our robust financial position enables us to consistently support our social and environmental ambitions, in line with our aim to maintain the optimum balance between our economic performance and our responsible environmental and social practices.

Within 2022 we have made significant progress behind our ambitions and our initiatives centered around the Group's sustainable development pillars:

- **Sustainable production and consumption** is at the heart of the Group's sustainability strategy and significantly affect its production facilities and its product approach. Thus, special emphasis is placed on actions aimed at minimizing packaging and adopting circular economy waste practices, safeguarding sustainable and circular sourcing of raw and packaging materials, improving energy efficiency, using renewable energy sources and reducing GHG emissions, while ensuring innovation, product quality and consumer safety.
  We focus on replacing our traditional Quality Management System with an Integrated Management System that focuses on Safety & Health, Environment, and Quality (SHEQ). Within 2022 we have invested in Environmental Management and Occupational Health & Safety Management systems and obtained ISO 45001:2018 and ISO 14001:2015 certifications at our facilities.
  We also made further progress in mitigating our footprint on climate change through the installation of photovoltaic systems at our facility in Oinofyta, that cover almost half of the plant's energy needs, and aim to increase the use of renewable energy sources in the future. We have also implemented additional energy-efficient initiatives across our production facilities such as upgrading our lightning system and air compressors.
  Furthermore, we remain committed to developing brands with a higher ecological profile, using sustainable ingredients, recycled and recyclable materials and cyclical economy practices. For example, within 2022 we launched an eco-sun care line supported by our Carroten, Astrid, Kolastyna, and Elmiplant brands, and recently within March of 2023, a refillable clean beauty brand, clinea, that uses a unique clean formula concept and sustainable packaging packaging of recycled and recyclable materials and refillable jars.

- **Empowered employees** and consistent investment for the development, safety, and wellbeing of our employees within a positive and supportive working environment that promotes equality, transparency and mutual respect are part of our philosophy.
  In 2022, we completed investments in Occupational Health & Safety Management Systems (ISO 45001:2018) for all of our production facilities, ensuring that our employees work in safe and secure environments. We also established a Group-wide hybrid working model to create a dynamic and modern workplace, and hosted wellness days across the company to support our employees' physical and mental health.
  To gauge employee satisfaction and loyalty, we launched an Employee Engagement Survey in 2022 that had a 90% participation rate. We are using this feedback to invest in specific areas for improvement. We are also committed to upskilling and learning opportunities, with a 208% increase in learning activity across the Group.

Finally, our commitment to inclusion is reflected in the high participation of female employees, which stands at 54% across the company. We will continue to prioritize a positive and supportive work environment for all employees.

- Our contribution towards **thriving communities** was significant this year too, as we have channeled multi-dimensional donations in 9 countries (Greece, Poland, Romania, Bulgaria, Czech Republic, Bosnia and Herzegovina, Serbia, Portugal and Philippines). As part of our commitment to social responsibility, the Group allocated more than 2.5 mil. € to support those in need.
  Our donations focused on several key areas: Providing relief against natural disaster & humanitarian crisis Supporting & raising awareness towards environmental protection, Supporting vulnerable population groups and encouraging Diversity & Inclusion and Supporting & raising awareness on Health & Safety.

In terms of the business unit analysis, Personal Care products sales were up by 9.92% yoy to €193.75 mil. in FY 2022 from €176.27mil. in FY 2021, supported by growth in both the own brands and distributed brands portfolio, that increased by 13.24% and 4.40% respectively.
Overall, the diversification of the product portfolio, the focus on the HERO portfolio, taking advantage of opportunities in high-potential areas, as well as pricing actions, drove growth for our personal care across all strategic categories and across the Group's region. The category's participation to total Group turnover amounted to 43.53%.
Sales of Home Care amounted to €162.60 million from €156.99 million in FY 2021, increased by 3.57%, driven by strong growth in garbage bags and food packaging subcategories. The category's participation to total Group turnover amounted to 36.53%.
The category "Private Label" represents sales of Polipak, the Polish packaging products company, which specializes on the production of private label garbage bags. Sales of this category exhibited a 46.61% increase in FY 2022 amounting to €32.98mil. from €22.50 mil. in FY 2021.

As for the operating income analysis by business unit, Personal Care products EBIT settled at €15.30 mil. from €12.25 mil. in FY 2021, up by 24.87%, positively influenced by a marginal change in gross profit margin as well as controlled advertising and promotion expenses. The EBIT margin of Personal Care products stood at 7.90% in FY 2022 from 6.95% in FY 2021.
The EBIT of Home Care products negatively affected by inflationary pressures on raw material prices declined to €12.01 million from €18.27 million. The EBIT margin of the Home Care products stood at 7.38% during FY 2022 from 11.64% in FY 2021 and their participation to total Group EBIT settled at 37.25% in FY 2022.
The EBIT of the Other Sales category settled at €3.84 mil from €3.40 mil. last year, increased by 13.09%, driven by the Luxury Cosmetics subcategory that benefited from optimization of expenses.

As far as the geographical analysis is concerned, Greece, presented Greek sales amounted to €148.24 million in 2022 compared to €142.78 mil. last year, up by 3.82%, presenting significant growth behind strategic personal care categories, such as skin care, suncare, deodorants, fragrances, haircare, as well as behind the home care categories of food packaging and garbage bags. At the same time, Greek sales benefited considerably from growth opportunities within the health care and the exports channels, while strong growth was observed in the luxury cosmetics channel. The Affiliates exhibited significant sales growth of 12.66% across all strategic product categories, reaching €296.83 million in 2022 from €263.48 million last year. Excluding the fx currency impact, on a currency neutral basis, Affiliates' sales presented a growth of 14.23%.

Furthermore, the Greek The Greek EBIT during FY 2022 reduced by 15.79% to €13.35 mil., from €15.85 mil. in FY 2021, mainly influenced by pressures in the gross profit margin particularly within the Home Care category.
Greek EBIT margin stood at 9.00% during FY 2022 from 11.10% in FY 2021.
The Affiliates' EBIT was down by 1.30% during FY 2022, amounting to €18.89 mil. from 19.14 mil the previous year. The Affiliates' EBIT margin settled at 6.36% from 7.27% in FY 2021.

It is noted that:

- The breakdown business unit and by geographical region is presented in detail in section 4.10.30 "Business Units and Geographical Analysis Tables".
- References to sales in Greece are made at Group level, that is, having eliminated intra-group transactions.

❖ References to the EBIT of Greece, as well as to the EBIT of the other countries, relate to the operating profitability as monitored by the management in order to serve the evaluation of the performance and to make a more efficient decision-making per sector of activity, it applies proportionally the distribution of expenses per country.

2.3 SIGNIFICANT EVENTS DURING THE FINANCIAL YEAR 2022

❖ **Acquisition of Stella Pack in Poland**

During March 2nd 2022 Sarantis Group announced that it has entered into an agreement to acquire STELLA PACK S.A., a Polish consumer household products company.

More specifically, Sarantis Polska S.A., a 100% subsidiary of Gr. Sarantis S.A., signed an agreement for the acquisition of 100% of the share capital of the Polish company Stella Pack S.A. The acquisition is subject to customary closing conditions and the approval of the antimonopoly authorities in the countries of Stella Pack's activity, that is expected within 2023.

STELLA PACK is a leading player in the production and distribution of household products, boasting 25 years of successful presence in the categories of Garbage Bags, Food Packaging and Cleaning items for the Household with an annual turnover of approximately 65 million euros.

STELLA PACK contributes to the cyclical economy as it works only with recycled plastic and it owns a waste separation line that manufactures internally own recycled plastic covering fully its production needs.

This acquisition, completely aligned with the Group's strategic growth plan, is a great fit within the Group's portfolio and reinforces its position as a leading consumer products company, supporting further the Group's geographical footprint in its territory.

❖ **Resignation and replacement of Board of Directors member – Formation of the BoD into body**

On April 21st 2022, Mr. George Kostianis, submitted his resignation as an executive member of the Board of Directors. The Board of Directors, at its meeting dated April 21st 2022, in replacement of the resigned member, decided, in accordance with a.82 par 1. of L. 4548/2018 and article 10 of the Company's Articles of Association, the election of Mr. Evangelos Siarlis.

Following the election of the new member of the Board of Directors, in replacement of the resigned member, the Board of Directors, during its aforementioned meeting, was formed into body as follows:

Grigoris P. Sarantis, Chairman-Executive member
Dimitrios P. Reppas, Vice Chairman – Independent non-executive member,
Kyriakos P. Sarantis, Chief Executive Officer – Executive member,
Aikaterini P. Saranti, Non-executive member,
Konstantinos P. Rozakeas, Executive member,
Konstantinos F. Stamatiou, Executive member,
Ioannis K. Bouras, Executive member,
Evangelos A. Siarlis, Executive member,
Christos I. Oikonomou, Independent non-executive member,
Nikolaos P. Nomikos, Independent non-executive member,
Irene M. Nikiforaki, Independent non-executive member.

The new member will exercise his duties for the remaining period until the end of the term of the existing Board of Directors.

Mr. Siarlis' CV can be found on the Company's website https://sarantisgroup.com/the-group/leadership/board-of-directors/

❖ **Resolutions of the Ordinary General Shareholders' Meeting of May 31st 2022**

On May 31th 2022, Tuesday and at 14:00, the Ordinary General Shareholders' Meeting of "GR. SARANTIS S.A." took place at the Company's registered offices and made decisions on following daily agenda issues:

1. Submission and approval of the Annual Financial Statements along with the Management's and Statutory Auditor's Report, for the financial year 1.1.2021 - 31.12.2021.
2. Submission of the Annual Audit Committee report, for the financial year 1.1.2021 - 31.12.2021.
3. Approval of the overall management for the financial year 01.01.2021 - 31.12.2021.
4. Discharge of the Certified Auditors for the audit of the financial year 01.01.2021 - 31.12.2021.
5. Election of a regular and an alternate certified auditor for the ordinary audit of the financial year 1.1.2022 - 31.12.2022, and determination of their fees.
6. Submission for discussion and voting of the Remuneration Report for the financial year 01.01.2021-31.12.2021.
7. Election of a new Audit Committee in accordance with article 44 of Law 4449/2017, as in force - determination of type, term of office, number and capabilities of its members, as well as determination of its members.
8. Approval of the terms for the Company's share buyback program, in accordance with article 49 of Law 4548/2018 as in force, and provision of relevant authorizations.
9. Submission of the report of the independent non-executive members of the Board of Directors according to article 9 par. 5 L. 4706/2020.
10. Announcement of the election of a new member of the Board of Directors in replacement of a resigned member, in accordance with article 82 par. 1 Law 4548/2018.
11. Amendment of article 3 (corporate purpose) of the Company's articles of association.

Read the resolutions of the Ordinary General Shareholders Meeting of May 31st 2022.

❖ **Announcement of dividend payment of Fiscal Year 2021**

Following the General Shareholders Meeting resolution dated May 31st 2022, the company GR. SARANTIS S.A. announces the distribution of a dividend payment for the fiscal year 2021 amounting to 0.1431076139 euro per share.
According to the legislation in force, the dividend corresponding to the company's 2,915,273 treasury shares is applied to the dividend paid out to the other shareholders and hence the dividend is increased to 0.14933796 euro per share.
The aforementioned dividend amount is subject to a 5% withholding tax and therefore shareholders will receive a net amount of 0.141871062 euro per share.
June 3rd 2022 is set as the ex-dividend date, while the entitled shareholders are those registered in the Dematerialized Securities System on June 6th 2022 (Record date).
The dividend payment took place on Friday, June 10th 2022.

❖ **Announcement regarding the election of the Audit Committee Chairman and the formation of the Audit Committee into body**

Following the election by the Ordinary General Meeting of May 31, 2022, as members of the Audit Committee, of Messrs. Christos Economou of Ioannis and Irene Nikiforakis of Markos, independent non-executive members of the Board of Directors, and Mr. Ioannis Arkoulis of Michael, non-member of the Board of Directors, Certified Public Accountant, and in accordance with the provisions of a. 44 of Law 4449/2017, the members of the Audit Committee, during the meeting of 02 June 2022, decided to appoint, Mr. Ioannis Arkoulis of Michael as its Chairman.

Following the above, the Company's Audit Committee was formed into body as follows:

Ioannis M. Arkoulis, Chairman of the Audit Committee,
Christos I. Economou of Ioannis, member of the Audit Committee,
Irene M. Nikiforaki, member of the Audit Committee.
It is noted that the Audit Committee is an independent committee, since it consists of two independent non-executive members of the Board of Directors and a third person, and has a term starting from its election until the Ordinary General Meeting to be convened in 2023.

❖ **Announcement regarding sale of the Company's 49% participation in the Joint Venture with THE ESTÉE LAUDER COMPANIES for the price of €55.2m**

Following twenty-one years of successful partnership, GR. SARANTIS S.A. announced on June 16th 2022 the sale of its 49% participation in the JV with The Estée Lauder Companies for an aggregate price of €55.2 million.

As part of its go-to-market strategy, The Estée Lauder Companies has decided that as of June 15 2022, it will run its operations in the Greek and Balkans markets directly, in line with its approach in other markets in the EMEA region. This transaction does not affect the existing employment relationships of the joint venture employees.
Moreover, as a part of Sarantis Group strategy, the sale agreement was concluded pursuant to Sarantis management's commitment to focus on the strategic activities of the Group and allotment of funds and human resources for supporting its further growth.
The aggregate purchase price amounted to 55.2 mil euros. More specifically, the amount of EUR 14 million was paid on 16.6.2022, and the balance will be paid in two equal installments of EUR 20,6 million, in January 2025 and in January 2028.

- **Update on Ergopack's operation**
  On 24 February 2022 we temporarily closed Ergopack's plant that is based in Kaniv and suspended our production for safety reasons. Since end of April, we progressively restarted manufacturing in Ukraine and are currently distributing and selling, under a strict credit control policy, and therefore we manage to cover the majority of our channels in Ukraine as well as Ergopack's export network.
  Despite the temporary suspension of Ergopack's activity that lasted for two months, Ergopack's sales during 2022 amounted to € 22.51 million compared to € 27.33 million last year, decreased by 17.6%. Ergopack's EBIT within 2022 settled at € 0.78 mil. up from € 0.27 mil. last year, demonstrating its ability to rationalize costs.
  Ergopack's territory remains a significant region for the Group and constitutes an integral part of our strategy.

- On July 11, 2022, the Company purchased a land plot of 10,000 sq.meters at Oinofyta worth of €2.4 million.

- In January 2022, the sale of the Romanian investment land plot worth 4.6 million euros was completed.

- The Company's Board of Directors during its meeting on October 3rd 2022 decided to permanently withdraw from the Russian market in the context of the crisis between Ukraine and Russia, as based on the evolution of the war, there was no possibility of exercising control and management of the subsidiary's operations in Russia.
  The company was active in the Russian market through its 100% indirect subsidiary HOZTORG LLC., a commercial business. The loss from the termination of its activity in Russia amounts to 959,717 euros.

2.4 MAJOR RISKS AND UNCERTAINTIES FOR 2023.

2.4.1 Risk management – framework

2.4.1.1 Introduction and contextual framework

SARANTIS has a Risk Management Framework which is based on best practices and aims at applying a systematic approach to prioritization and the development of coordinated actions against risks within the Group's operations. It is applied to the main business activities of the Group, so that the Heads of the Business Entities, in the context of their action, can carry out timely identification, evaluation, management and monitoring of the main risks they encounter from time to time.

Sarantis has developed, maintains and improves an internal Regulatory Compliance system consisting of a network of regulatory tools (such as codes, policies, regulations, procedures and instructions), which, in collaboration with the Company's information system, ensure the adequacy and effectiveness of control mechanisms with the aim to facilitate the assessment and management of risks at every level of the organization's operations.

2.4.1.2 Strategy and risks

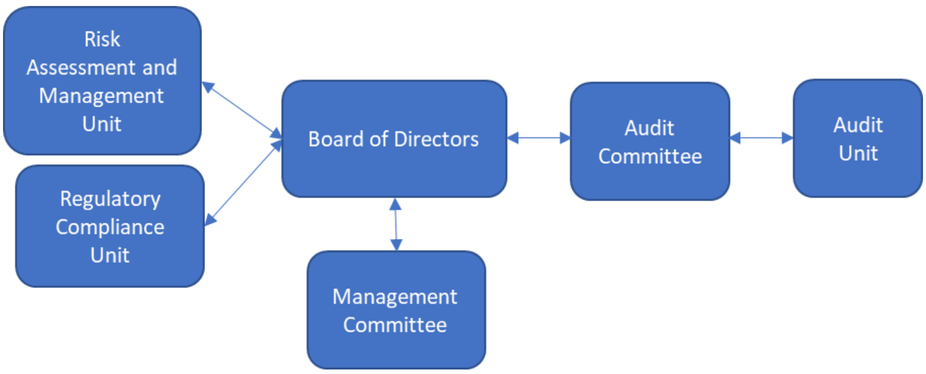
At Sarantis, risk management is taken into account during the process of planning and formation of budgets and is fully aligned with its strategy.

The Management in the context of the organization's operation and while aiming at the continuous improvement of structures and methods during its evolutionary course and adaptation to the constantly changing business environment, applies the following principles:

Control Environment	1	Management demonstrates a commitment to integrity and ethical values
	2	Exercises supervision
	3	Establishes structures, authority and assigns responsibility
	4	Demonstrates commitment to personal skill
	5	It enforces accountability
Risk Assessment	6	Determines appropriate objectives
	7	Identifies and analyses risks
	8	Assesses fraud risks
	9	Identifies and analyses significant changes
Control Operations	10	Selects and develops control operations
	11	Selects and develops general controls in technology
	12	It is developed via an internal Regulatory Compliance system
Information & Communication	13	Utilizes relevant information
	14	Communicates internally
	15	Communicates externally
Monitoring Activities	16	Conducts continuous and/or separate evaluations
	17	Evaluates and communicates deficiencies, monitors the progress of corrective actions

2.4.1.3 Risk management governance

At Sarantis, the entire organization has the responsibility to contribute to the identification and management of risks. In order to coordinate these actions the following roles have been defined according to the following table.



In particular, the Board of Directors is the body that oversees the risk management system.

The Management Committee is the highest advisory and supervisory body of the Company, after the Board of Directors, as well as the collective executive body of the Company. It supervises the risk management system and sets the improvement criteria according to the Company's response strategy, the action plan and the results of comparative measurements before and after the implementation phase.

Based on both the Regulation of Audit Committee and the Internal Regulation of SARANTIS, the duty of the Audit Committee is to support the Board of Directors in its supervisory role and tasks, including the supervision of the risk management framework.

The Risk Assessment and Management Unit, the Operating Regulations of which have been approved by the Board of Directors, has the mission to implement the risk assessment and management procedures in relation to the Organization's strategic objectives.

The Regulatory Compliance Unit has assumed the responsibility of minimizing the risk of non-compliance of the Organization with the current legislation or with other regulatory provisions.

The Internal Audit Unit conducts evaluations of the system and ensures its updating and improvement based on appropriate recommendations.

Each risk from the identified ones is assigned to an "owner" (usually a Manager) with full responsibility for the risk and its management. This in turn refers to implementation of a response and control plan, effective monitoring of progress and subsequent reporting. For this reason, risk owners actively participate in risk management strategy and in the important decisions regarding actions to effectively address and control such risks.

2.4.1.4 Risk tolerance

SARANTIS has a certain risk tolerance that has been determined at the corporate level which means the willingness to take risks to the extent that facilitates the creation of value and growth, and therefore by achieving a balanced risk / performance ratio that is acceptable to the Management.

For the assessment of risks, the types of risks as well as their impact on the achievement of the organization's goals are taken into consideration.

In general, tolerance limits are defined for all risks depending on the impact and the probability of its occurrence. These limits are updated every year, they are related to the developing financial size of the organization and the conditions of the environment in which the Organization operates.

With respect to risks related to reputation, sustainability, regulatory compliance and corruption, the Management has established zero tolerance.

2.4.1.5 Risk management process

The risk management process is being initiated with the determination of the Management's objectives regarding the development of the organization. At the next stage, the risks that have a direct effect on the business objectives are identified. In general the process consists of the following four stages.

- **Identification of risks**

The identification and detection of risks is performed via the following stages:

- Determination of corporate objectives
- Identification of stakeholders and environment
- Identification of risks
- Relation between risks and stakeholders

Risks are identified both globally and locally. To determine the risks, both the "top-down" and the "bottom-up" approach are followed on a case-by-case basis. During the determination phase, both the factors that cause the risks and their potential impact on the achievement of corporate goals are identified. At this stage, the cases of contingent risks that could have negative effects in the future (emerging risks), or could potentially turn into potential opportunities, are also being examined.

- **Risk Assessment**

In risk assessment, an attempt is made to determine the magnitude or relevance of the risks, taking into account both their potential impact and the probability of their occurrence, on a common scale with the objective of ranking the respective risks by priority. In terms of impact, a quantification takes place whenever possible, otherwise qualitative criteria such as historical data, trends, level of assurance or control, future developments, etc. are taken into consideration.

- **Dealing with risks**

At this stage, the risk management strategy is decided, while at the same time the actions (tactics) that the risk owners should take are also being determined. In general, the risk management strategies are summarized into the following five:

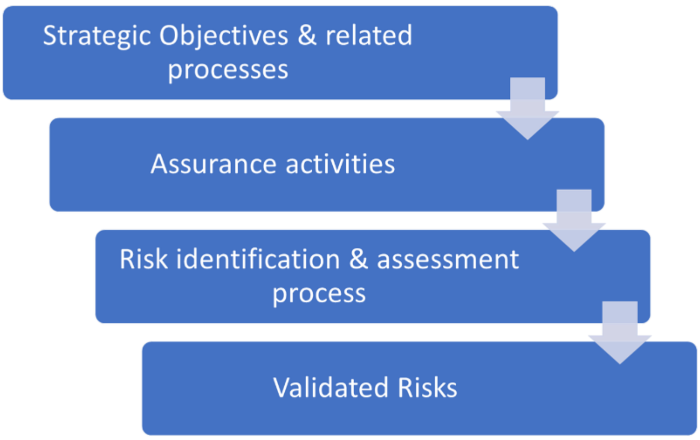
- Mitigation of the risk, by taking measures to minimize the probability of occurrence or to mitigate the potential impact, or both.
- Avoiding the risk, by changing actions, or by terminating the activity associated with the risk.
- Transfer of all or part of the risk to a third party, through insurance contracts, or through the outsourcing of activities.
- Acceptance of risk in the context of the business activity based on specific criteria.
- Pursuing the particular event if the organization identifies opportunities.

- **Monitoring of risk development and reporting**

Depending on the type of risk, the identification and management mechanisms include detection of the risk at the group and local level, reporting, validation, integration into the risk system and monitoring by the Risk Assessment and Management Unit. By this manner, the following are achieved: identification of the risk at the reception point, participation of the risk owners, coordination and unified management at the group level.

- **Business assurance framework**

The framework for managing business activities is based on the existing assurance system which allows the prioritization of goals, with the aim of carrying out specific actions both in the area of Risk Management and in the field of Internal Control.



2.4.1.6 Aspects of the Risk Management Framework

In our effort to create a risk management model to serve the operational needs of the organization, including the ever-changing environment and the evolving needs that the organization intends to meet, the risk management framework (ERM) of SARANTIS takes into consideration the four perspectives which are complementary in pairs:

- Top-down/Bottom-up:

Top-down: it is the approach that has been mentioned above, in which common/similar issues are being simultaneously examined by the Management team and concern most of the Group's companies.

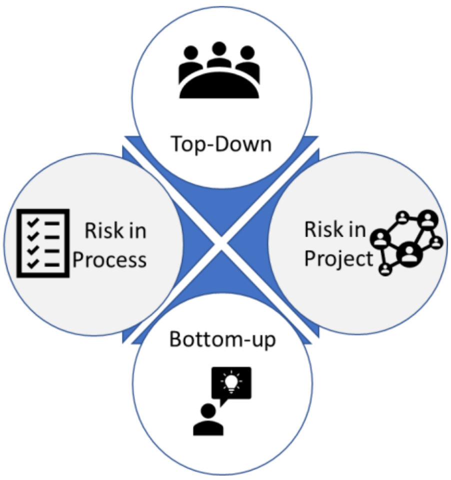
Bottom-up: the approach is based on the concept of self-assessment of divisions and departments in relation to the risks they face. Based on this approach, Managers take responsibility for identifying and describing the risks in their area of supervision, evaluating the particular risks and proposing appropriate actions for dealing with such risks.

This pair of approaches functions as complementary when building the organization's core risk portfolio.

- Risks in processes/Risks in projects:

Risk in process: managers must coordinate their own team to operate based on the regulatory tools adopted/approved by the organization. Possible deviations during the utilization of the regulatory tools, from good practices, principles, legal framework, etc., are evaluated and indicated by the Internal Control Unit. During this process, the identification of contingent risks that may affect the fulfilment of the management's objectives and the response to the risks are agreed with the managers who are responsible for risk management and for taking corrective actions. At the next stage, the implementation plans are being proposed. The progress of risk management is monitored according to a relevant action plan.

Risk in projects: with regard to projects implemented by the organization and which are mainly related to transformation initiatives, a transversal project management approach is usually applied, or if there is a large participation of interested parties with relative independence, an approach based on the IRGC model is accordingly applied.



2.4.1.7 Corporate culture regarding risk management

At Sarantis, in addition to the aforementioned risk assessment and management processes, we approach the risk management function based on the principles of the Code of Conduct, the Report and Complaint Management Policy, the organization's regulatory compliance framework and the training policy.

Our goal is the participation of employees in risk management, by encouraging them to identify risks and submit proposals for mitigating such risks. At the same time we ensure the continuous training and improvement of employees' skills. The human resources department develops specific online training programs, while at the same time, in specific cases, the Company also offers specialized training programs to the personnel.

In relation to the dissemination of principles and values that govern risk management and are also related to the Code of Ethics and the Report and Complaint Management Policy, the human resources department takes care of their communication, while in relation to regulatory compliance matters, communication takes place during reviews but also through reports.

2.4.2 Methodology - Risk mapping and profiling

The organization's goals as defined in its strategic plan, comprise the main reference point.

This is followed by an analysis of the environment and a stakeholder analysis which can be summarized in the following table. During this analysis, the areas of greatest interest per group of involved parties are identified and potential risks are attached to each group.

Matrix stakeholder & environmental analysis

		E	S	G					
Stakeholder group	Political/ Geopolitical factors	Environmental factors	Social Factors	Legislation (e.g. employment laws, GDPR, Taxation, Governance law, health and safety, product compliance)	Financial factors	Confidence and stability in business activities	Technological factors	Reputation	**Organization's Objectives**
Consumers		X	X	X			X	X	
Customers		X	X			X	X		
Suppliers	X					X	X	X	
Partners/Allies	X	X	X	X		X			
Tax office				X	X				
Capital Market Commission	X			X					
Data protection authority				X			X		
Stock exchange				X					
Banks				X	X			X	
Analysts	X	X	X	X	X		X		
Investors	X	X	X	X	X		X	X	
Shareholders	X	X	X	X	X		X	X	
Employees	X		X	X	X		X		
Municipalities		X	X	X					

As an initial approach, the risks that could possibly affect the achievement of strategic objectives are identified. This assessment is performed on the one hand for the entire organization and on the other hand for each business entity. The GMs of the entities participate actively in the risk assessment of the Group's business entities.

Then, for each risk, the potential impact on the business objectives and the probability of its emergence are evaluated. Based on the assessments, the risks are prioritized and strategic positions are assumed for risk management purposes. Based on the positions, action plans are defined whereas the responsibility of these action plans is assumed by the risk owners. By this manner, the necessary coordination is ensured at the group level, while risk management is also performed at the local level.

2.4.2.1 Grouping of risks

In order to facilitate the risk identification process, the Risk Assessment and Management Unit has proposed the following grouping which has been approved by the Management and which takes into consideration four main categories of risks.

Business Risks	Risks related to the Company's strategy and the sector, such as adapting to the constantly changing customer/consumer demands, competition, regulatory framework, events affecting the Company's viability as well as reputation, but also issues such as the technological innovation and privacy.
Operational Risks	Risks related to the operation of the organization, arising from factors such as errors, inadequacies, failures, fraud, etc., which may affect the organization's information system and communications, security, customer service, human resources, the supply chain (procurement, production, distribution), reporting and financial information.
Financial Risks	Risks deriving from the economic environment and factors affecting financial variables along with factors standing as obstacles against the organization along the latter's effort to meet its commitments and financial goals.
Compliance Risks	Risks related to compliance with the legal and regulatory framework, including compliance with the anti-corruption legislation as well as in relation to potential litigation cases.

2.4.2.2 ESG (Environmental, Social, Governance) Criteria

To determine the risks, ESG (Environmental, Social and Governance) factors have been also taken into account, as determined during the study and documentation of the corporate responsibility report. For example:

Environmental factors:

- Such as issues of regulatory compliance with the new legislative framework to reduce the use of plastics in packaging.
- Such as climate change issues including potential risks to the organization's operation from extreme natural phenomena or disasters (high temperatures, intense rainfall and snowfall, tornadoes, etc.).

Social factors:

- Such as integrating human rights principles into both the organization's business activities and the supply chain.

Governance Factors:

- Such as responsibility towards consumers with the aim of building a sustainable and long-term relationship.
- Such as respect for the privacy of persons and security when it comes to the management of their personal data.
- Such as the security of information systems from cyber-attacks.

2.4.2.3 Identified risks, prioritization

- **Identified Risks**

The organization monitors the risks that have materialized and their evolution. The risk management strategy minimizes the impact of the various realized risks. For example the management of the pandemic, while it significantly altered the operation of the organization following the remote work system that was successfully implemented in a very short period of time, on the other hand it did not negatively affect the broader operation or the results of the organization.

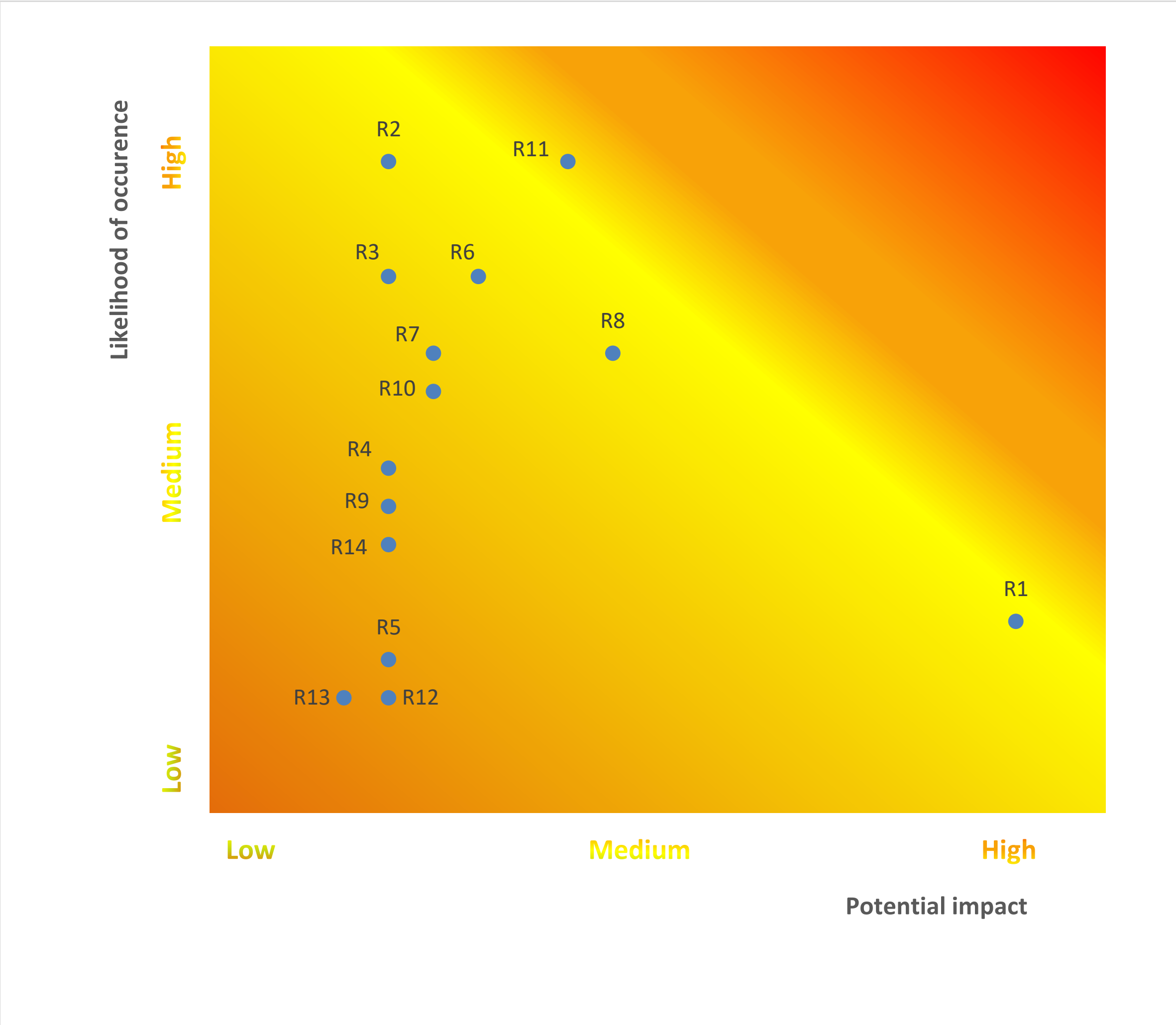
Also regarding the war in Ukraine, the subsidiary in Ukraine has returned to full operation demonstrating significant recovery. Along the start of war, the subsidiary suspended its operation for a period of time, while the subsidiary in Russia suspended its activity on permanent basis due to sanctions imposed in the country.

The Organization's risks are prioritized based on the level of importance or criticality. The criticality level is the combination of estimates about the respective impact and probability for each case.

The organization's risks are presented in four categories, as described above.

Business Risks	- **R1.** Geopolitical developments concerning relations with Turkey. - **R2.** Geopolitical developments in Ukraine. - **R3.** Market developments and competition. Product development trends due to environmental commitments and future laws. - **R4.** Reduction of consumer disposable income, trends in consumption due to the effects of inflation. - **R5.** Risks related to the organization's reputation. Drivers of such risks: product failure, product compliance, ethics issues, legal compliance issues (environmental, labor, data protection).
Operational Risks	- **R6.** Cyber security and data protection. - **R7.** Developments in the supply chain. Cost factors of materials, energy, labor, transportation. - **R8.** Pressures at the organizational level and ineffective structures can lead to insufficient compliance with the corporate regulatory framework. Factors such as ignorance, error, fraud, insufficient staffing, can lead to the emergence of risks such as insufficient compliance with laws or loss of competitive advantage.
Financial Risks	- **R9.** Risks from fluctuations in exchange rates. - **R10.** Risks due to higher financing costs following interest rate hikes. - R11. Credit risk. - **R12.** Risks from contingent impairment of assets due to the war in Ukraine (fixed assets, goodwill, deferred tax).
Legal and Compliance Risks	- **R13** Lawsuits and legal cases. - **R14.** Legal and regulatory compliance issues (governance laws, data privacy laws, money laundering laws, antitrust laws and environmental laws).

- **Risk ranking table**



Explanations of the main risk factors disclosed by the Organization are presented in the next section.

2.4.3 Explanations of the risks as well as the main risk factors

2.4.3.1 Management of Business Risk and Factors

R1. Geopolitical developments (Greece - Turkey)

Description: The political confrontation and subsequent tension between Greece and Turkey which was observed in the period 1/1-31/12/22 was perceived as a potential risk of causing a heated episode between the two countries, with consequent effects on the organization's supply chain.

Mitigation activities: Broader international policy issues affecting the level of this particular risk are and will remain outside the Organization’s control.

Partial mitigation can be achieved, if required, by transferring part of production to other production units either to subsidiaries or to third parties.

Target tolerance: The organization implements a multi/alternative supplier strategy in the markets it operates in order to mitigate significant impacts on the supply chain.

Scenario: Due to the nature of the risk, the interruption of the supply chain might last for a few days and might affect either the production capacity of the organization or the transfer of goods and raw materials.

Emerging threats: Geopolitical developments in the region under certain conditions could affect the organization's activities. However, in the first months of 2023 after the devastating earthquake in Turkey, the various political tensions as well as confrontations seem to have faded to the point of elimination.

R2. Geopolitical developments (Ukraine – Russia)

Description: The war in Ukraine affected the subsidiary's supply chain initially in the form of business interruption and then with reduced activity. Soon the subsidiary was back in full operation recovering from a difficult first half of the year 2022. The subsidiary's participation in the total sales of the Group is indicative of its overall course during the examined period: while in 2021 the sales of subsidiary represented 7% of total group sales, in 2022 they accounted for 5% and derived mainly from the second half of the year.

Mitigation activities: Broader international policy issues affecting the level of this particular risk are and will remain outside the Organization's control.

The production activity of the subsidiary is affected by interruptions in the electricity transmission network. For this reason, the ability of self-production of energy was enhanced via the installation of a new generator which ensures the uninterrupted operation of the unit.

Target tolerance: Ergopack is active in the production of household goods and specifically of food packaging, garbage bags and cleaning tools. In case it is deemed necessary and for any reason to terminate the activity of the subsidiary, the group can cover its market needs through production plants in Greece and Poland.

Scenario: Disruption of the subsidiary's supply chain due to geopolitical conditions affecting either the subsidiary's production capacity or the transfer of goods, materials and supplies.

Emerging threats: Kaniv where the production plant is located has been outside the war zone since the early start of the conflict. However, geopolitical developments in the region could affect the subsidiary's operations and business activities. However any disruption in the subsidiary's supply chain due to the war conflict would not affect the business continuity of the Group.

R3. Market developments and competition. Product development trends due to environmental commitments and future laws.

Description: Global geopolitical developments, the level of public debt of the international economy, the commitments of Western societies towards climate change, the technological progress and their economic implications, create new data, changes in perceptions, expectations and attitudes and lead to rearrangements in structures, systems and procedures. The goal is adaptation to the new conditions and sustainable development. Inability to adapt to the new conditions jeopardizes sustainability.

Mitigation activities:

- With regard to the geopolitical developments, the above mentioned also apply.

- The management, evaluating the conditions each time, follows a conservative policy regarding the handling of financial matters with the aim of avoiding possible adverse consequences from unstable economic circumstances and with the objective to maintain adequate liquidity on favorable terms.

- The organization's strategy also calls for the reduction of the environmental footprint by following sustainable production and consumption standards such as, for example, the increase of self-produced energy through the expansion of renewable energy installations and the reduction of the use of plastic materials by 20% in accordance with the European directives.

- The Company follows the technological innovations taking place in the sector in which it operates and integrates more efficient systems of organization, production and distribution.

Target tolerance: Regarding the risks related to sustainability and compliance with the regulatory framework, the Management has established a zero tolerance policy.

Scenario:

- The adverse geopolitical developments in Ukraine were discussed above.
- A contraction in economic activity may lead to a weakening of cash flows, while a disturbance in the financial markets may affect the cost of financing.
- Changes in environmental laws may increase the cost of compliance and affect the profit margin.
- Adoption of technological achievements, more efficient production and distribution systems are expected to have a positive impact on efficiency.

Emerging threats: A global sovereign debt crisis will affect economic activity across the board. Government debts have exceeded all limits, while financial markets are experiencing a high level of volatility. Any adverse development would lead to significant changes in both the availability of capital and the cost of funding.

R4. Declining disposable income of consumers, trends in consumption due to the effect of inflation.

Description: A decrease in the disposable income of consumers usually results in shifts in consumption from more expensive consumer goods to cheaper ones. Given this trend and with regard to personal care products, a relative shift from selective distribution items and OTC cosmetics to mass market items is usually expected. With regard to household products, a relative shift is also expected to take place from branded items to non-branded and private label items. Therefore a potential decline in consumer disposable income may adversely affect profit margin as selective distribution products have a higher profit margin compared to mass market items, while the rising consumption of mass market and private label items is expected to have an offsetting impact.

Mitigation Activities: The organization is appropriately positioned in alternative distribution channels to mitigate the effects of declining consumer disposable income. Furthermore, the management is committed towards its strategic plan. It contemplates every possible case of expansion in the countries in which it operates that can provide immediate value to shareholders, through the widening of the product portfolio, via further market penetration and through maximization of synergies.

Target tolerance: Target tolerance is limited to a loss of market share or profit margin that would result from a temporary shift in consumer purchasing preferences.

Scenario: The management is considering alternative scenarios for approaching customers in the mass market channel in both personal care and household products with attractive pricing policies, with promotions and via direct consumer outreach based on certain activities. In the selective distribution channel, the management examines new partnerships with international houses, while it aims at targeted actions in cooperation with the houses it already represents.

Emerging Threats: Any adverse development in economic activity may have an additional negative impact on consumers' income, which may in turn affect the organization's cash flow generation and profit margin.

R5. Risks related to the organization's reputation. Factors of such risks: product failure, product compliance, organization's ethics issues, legal compliance issues (environmental, labor, data protection)

Description:

- Product failure in terms of functionality may dissatisfy consumers, while long-term dissatisfaction may drive consumers away from the Company's products.
- Product failure in compliance issues may create a harmful image for the brand and perhaps for the Company.
- Issues related to weak and inappropriate corporate practices may also affect the Company's reputation.
- Matters of non-compliance with environmental and labor laws and regulations, or the legislation on personal data protection, are expected to have an adverse impact on the Company's reputation on the one hand while on the other hand may lead to penalties and fines.

Mitigation Activities:

- Reports on product issues are mainly collected through the consumer line, settled by the respective commercial departments and checked by the Quality Control Unit. The latter also communicates reports to commercial managers and the Compliance Officer. Each case is evaluated and processed individually.

- Product compliance issues are being monitored and managed by the R&D Unit and the respective assurance department. Updates and briefings concerning the suitability of ingredients, as well as planned decisions by the authorities in the group's countries of operation, are covered by external specialist providers.

- Matters related to inappropriate corporate practices fall under the Group's Code of Ethics. Training on the principles of the Code is provided by Group's HR Unit, while its implementation is performed and monitored by the Internal Control Unit.

- Those in charge who manage issues related to environmental and labor laws and regulations, as well as personal data protection legislation, have the necessary experience while they monitor all relevant developments in their field through the competent bodies. At the same time they are assisted by the Regulatory Compliance Officer through a relevant notice.

Target Tolerance: With respect to risks related to reputation and regulatory compliance, the Management has established a zero tolerance policy.

Scenario: Violations of legal compliance could adversely affect the organization's reputation and result into investigative costs, fines and/or personal penalties.

Emerging threats: Potential extraordinary and unplanned changes made by the competent authorities regarding ingredients that should be contained in products may cause various withdrawals of products from the market. This on the one hand may affect the image of the various offered products and the reputation of the Company, and on the other hand may lead to unexpected compliance costs.

2.4.3.2 Management of Operational risks and contingent factors

R6. Cyber security and data protection

Description: Cyber-attacks and data leakage, intentional or unintentional, are threats that could cause service disruption and/or loss of confidential data. Disruption of service means disruption to the supply chain with a major impact on customers, while data leaks could result in significant regulatory penalties. Both cases could have an impact on the organization's reputation.

Mitigation Activities:

- The organization assesses the various cybersecurity risks. In particular it identifies risks, formulates control levels as well as implements control mechanisms in all functions of the organization. Control and prevention systems detect and prevent external attacks, while securing operations at the organizational level.

- With regard to data protection, on the one hand the organization integrates at the technological level the protection provided by the company's information system, performing actions in the structure of the systems by design. At the organizational level, the organization provides instructions and training to employees and especially to those involved in the processing of personal data.

- The organization periodically tests its security levels, carrying out simulations of cyberattacks with the help of specialized consultants and with the aim of identifying weaknesses in the systems and also correcting such flaws.

Goal tolerance: With respect to risks related to reputation and compliance with the regulatory framework, the Management has established a zero tolerance policy.

Scenario: Potential breach of security systems and communication structures by external threats, or, intentional/unintentional leakage of confidential data or personal data from employees or partners.

Emerging threats: Cyber threats are on the rise and have been technologically evolving. We expect that cyber-attacks will intensify and that there will be an evolution in intrusion techniques.

R7. Developments in the supply chain affect production costs and can result in a short-term reduction in profit margin. Cost factors of materials, energy, labor, transportation.

Description: Increase in production costs due to:

- Price increases in basic raw materials for the category of personal care products such as perfumes, oils and chemicals, as well as for the categories of household products (food packaging products and plastic waste bags) such as aluminum, plastic (PVC/LDPE Cling film,) and polyethylene (HDPE, LDPE, LLDPE).

- Increases in transportation costs due to increases in fuel prices.

- Increases in energy (€/KWH) and fuel prices.

- Increases in salaries and wages.

Mitigation activities:

- The prices of perfume, oil and chemical raw materials do not fluctuate significantly. Any differences are balanced by changes in supply volumes when necessary, keeping alternative suppliers active and creating emergency inventory stock.

- Regarding the impact of fluctuations on the prices of aluminum and plastic, the Group settles and then agrees on the price at short intervals, and additionally it creates an emergency reserve whenever it deems necessary.

- Within the year 2022, the installation of a modernized photovoltaic system was completed, with 1MW capacity which is expected to produce 1,350 MWH, covering approximately 50% of the production plant's energy needs. At the same time the expansion of the installation is being considered with the aim of placing the factory under full energy autonomy mode.

Target tolerance: The shift in the supply curve due to an increase in the cost of production is expected to bring a new equilibrium point. The ability to absorb part of the cost via mitigation actions, as well as the transfer of part of the cost to the final price of the products, will also affect the new equilibrium point. The Management has taken certain actions in order to preserve the profit margin.

Scenario: An increase in production costs may result in a short-term reduction of the profit margin.

Emerging threats: Emerging threats depend on the structures of the markets in which the Group operates and are also due to developments in the field of competition.

R8. Pressures at the organizational level and ineffective structures can lead to insufficient compliance with the corporate regulatory framework. Factors such as ignorance, error, fraud, insufficient staffing, can lead to the emergence of risks such as insufficient compliance with laws or loss of competitive advantage.

Description: Pressures at the organizational level can arise either due to the normal evolution of the organization or due to new requirements in relation to the legal framework. Both cases require adaptation to the new conditions and depending on the conditions a corporate transformation may be also required. The provision of resources in both cases is imperative. When resources are not properly allocated based on the corresponding needs, then there is emergence of organizational tensions. Consequently, factors such as ignorance, error, fraud, insufficient staffing, contribute to deviations from the corporate regulatory framework and may lead to the emergence of risks such as insufficient compliance with laws or loss of competitive advantage.

Mitigation Activities:

- The effectiveness and adequacy of the corporate regulatory framework is examined according to importance based on a relevant assessment by the Internal Control Unit. The Internal Control Officer's recommendations are evaluated by the management and adopted on a cost-benefit basis.

- The fraud case assessment framework includes the Code of Conduct, the Reporting and Complaints Policy and the mapping / case assessment methodology, as well as the reporting table.

- The human resources department undertakes the communication of as well as the training on the Code of Ethics and corporate values, while the Regulatory Compliance Officer undertakes the communication of the use of the reports and complaints system.

- Training based on the needs of the organization are covered by the training program of the Human Resources Department. At the same time special provisions are made in the training policy for key positions such as in the units of Internal Control, Regulatory Compliance, Risk Assessment, IT Security, etc.

Target tolerance: Pressures at the organizational level and improper allocation of resources are acceptable in the short term. However, risks related to compliance with the regulatory framework have zero tolerance.

Scenario: Pressures at the organizational level can lead to inefficient structures and deviations from the corporate regulatory framework. Improperly distributed resources create organizational tensions in functions and departments, which in combination with other factors could lead to crises.

Emerging threats: Organization's growth can put more pressure at the organizational level as the higher needs that have to be served are not accompanied, or are selectively accompanied, by an increase in the required resources. As a direct result, there will be an increase in tensions within the organization.

2.4.3.3 Management of financial risks and contingent factors

R9. Risks from fluctuations in exchange rates

Description: The Group operates in an environment of relatively high exchange rate risk given that approximately 65% of the Group's total sales derive from the countries of Southeast Europe. The Group's exposure to foreign exchange risk in these countries is mainly found in the translation of the local financial statements into the Euro, which is the currency of the consolidated financial statements. Therefore, any appreciation or depreciation of the local currencies results in a strengthening or weakening of the consolidated financial statements expressed in Euro.

Mitigation activities: The Group's Management constantly monitors the exchange rate volatility in order to intervene if required.

Target Tolerance: Management has chosen not to use hedging products on a consistent basis with respect to foreign exchange rate fluctuations. The local effect on the financial figures in the event of a weakening of regional currencies is being dealt with by transferring the depreciation of the foreign exchange rates to the final product prices.

Scenario: The Finance Department examines various scenarios of foreign exchange rate changes both in the cases of potential devaluation and respectively in the cases of potential appreciation, depicting the potential impact on the statement of total income and the equity of the Group for each currency change (PLN, RON, YUD, UAH, HUF) separately for the corresponding audit period.

Emerging threats: The performance of the economies of countries in which the Group operates, combined with the geopolitical developments, volatility in financial markets and realignments in global supply chains, can affect currency pairs.

R10. Risks from the increase in financing costs, due to increase of interest rates

Description: Rising interest rates as a result of monetary tightening by Central Banks to combat the impact of inflation increases the financing cost.

Mitigation Activities:

- Management's objective is to cover the financing needs by achieving the optimal balance between the cost of borrowing and the potential effect on the profit and cash flows from a change of interest rates. To achieve the above objective, the Management draws up the financial strategy taking into account the desired level of leverage and the appropriate structure of short-term and long-term borrowing.

- The Group's policy is to continuously monitor the interest rate trends. On a daily basis, working capital is primarily covered by operating cash flows and via existing bank lines of credit. Investing activities are usually financed from a combination of sources including long-term borrowing.

Target tolerance: The short-term borrowing rate is determined as the interbank offered rate on the date of borrowing plus a predetermined spread. The ratio between the borrowing with a fixed interest rate and the borrowing with a floating interest rate is assessed and determined by the Group's applicable policy. The policy of the Group is to become independent from bank financing and through the production of free cash flows, to achieve a zero net debt within the Group.

Scenario: The Management examines scenarios of changes in interest rates in relation to the total borrowing as of various reporting periods and their possible impact on net results and Equity.

Emerging threats: A potential lack of Central Banks' capacity to limit inflationary pressures may lead to a further increase in interest rates and, by extension, may increase financing costs.

R11. Credit risk

Description: Inflationary pressures resulting from geopolitical and international economic developments, as well as high volatility in financial markets can limit access to financing sources and increase financing costs. Also, the pressure on consumers' disposable income reduces consumption and affects consumption trends. The reduction of liquidity in the economy comes as a consequence of the aforementioned factors. The tightening of liquidity, in turn, may create difficulty when it comes to the company collecting payments from customers.

Mitigation activities: The Group's receivables derive from wholesale sales. Provisions are made for bad debtors where there is possibility of non-collection of such receivables. The financial position of customers is constantly monitored by the credit control systems of the Group's business entities, which monitor and assess the size of the credit provision as well as the respective credit limits. When deemed necessary, the company may request an additional collateral.

Target tolerance: In relation to customers who extend the agreed repayment date, the credit control unit of the company initiates a process with the aim of assessing the cause of the delay. If the delay is unjustified, then a proposal is made indicating the need to change the credit policy. In the event of a justified delay, the necessary approvals are obtained and the cooperation with the customer continues as it had been the case previously.

Scenario: Inability to collect receivables due to liquidity problems on behalf of customers.

Emerging threats: Emerging threats depend on the structures of the markets in which the Group operates and the developments in the economic and financial environment.

R12. Risks from contingent impairment of assets due to the war in Ukraine (fixed assets, goodwill, deferred tax)

Description: The war in Ukraine may affect the value of the company's assets in the short term.

Mitigation activities: On 12/31, the fair values are reviewed by the Certified Auditors who in turn decide about the necessity or not of a reassessment. An impairment test is carried out for the brand names respectively, while the business plan is also re-evaluated on an annual basis.

Target Tolerance: The effect is expected to last until the end of the war

Scenario:

- With regard to the privately utilized assets (land plots and buildings), as well as the real estate investments, the determination of the fair value is carried out by certified appraisers based on international rules and guidelines. The process takes also into account comparative data of recent or older real estate transactions in the wider property market if they exist or based on the depreciated replacement cost (DRC) method as well as certain special characteristics such as location, size, construction quality and state of maintenance.

- The fair value of assets traded in active money markets (e.g. derivatives, shares, bonds, mutual funds), is determined based on the published prices as of the reporting date. An "active" money market exists when there are readily available and regularly revised prices published by a stock exchange, broker, an industry, a rating agency or a supervisory agency.

- The fair value of assets that are not traded in active money markets (e.g. derivative contracts over the counter) is determined by using valuation techniques, which are mostly based on available information on transactions carried out in active markets. These techniques tend to focus less to estimates of the economic entity itself.

Emerging Threats: The spreading of military conflict in the area of Kaniv could endanger the company's production and operating facilities.

2.4.3.4 Legal risk management

R13. Issues related to lawsuits and other legal cases

Description: Lawsuits by third parties against the Group, administrative fines and any claims against third parties are potential risks.

Mitigation activities:

- The company's policy stands for a proper transactional behavior which prevents potential conflicts.
- The organization's compliance with the respective regulatory framework has been set as a primary objective.
- The structure of the Credit Control unit / system and the applied policies and procedures minimize the risks of non-collection of receivables or the risks in relation to settlements.

Target Tolerance: Minimizing the organization's exposure from either potential lawsuits or claims against third parties.

Scenario: Potential administrative fines due to non-compliance, as well as potential claims from debtors' collection.

Emerging threats: Emerging threats depend on the structures of markets in which the Group operates, as well as the ability of the organization to adapt to new and more demanding conditions.

R14. Legal and regulatory compliance issues (governance laws, data privacy laws, money laundering laws, antitrust laws and environmental laws)

Description: Compliance with the requirements of the regulatory framework is a continuous process as well as requirement to which the organization must respond consistently. Potential risks arise from the complexity of the related cases.

Mitigation activities: The organization has assigned on a case-by-case basis specialized competent bodies to monitor and manage the specialized issues required or each legislation.

Target tolerance: With respect to risks related to compliance with the regulatory framework and with the rules over corruption, the Management has established a zero tolerance policy.

Scenario: Lack of compliance which may be due to factors such as ignorance, error or inadequate staffing.

Emerging threats: The ever-increasing obligations for compliance with laws, regulations and directives can lead to an exorbitant increase in compliance costs.

2.5 FUTURE OUTLOOK AND PROSPECTS

In 2022, we navigated the challenging high-cost inflation environment by strategically balancing price growth, volume, and competitiveness. Additionally, we implemented successfully a portfolio rationalization process and benefited from the focus we placed behind our HERO portfolio. We implemented proactive measures such as cost-saving initiatives, optimizations and increased efficiencies to partially mitigate the effects of inflation and supply chain disruptions. These efforts enabled us to maintain our financial stability and competitiveness in an ever-evolving and challenging business environment.

As we move within 2023, we expect further challenges in a volatile operating environment. However, we remain focused on sustaining our growth momentum and competitiveness while protecting our profitability margins. We will continuously review our action plan to activate further mitigating actions and deliver improved margins. . At the same time, we expect that our strategic focus on our high value HERO portfolio will have a significant positive impact on our future growth prospects.

Our long-term strategy is centered around our strategic priorities of organic and acquisitive growth, market development and penetration, cost efficiencies, economies of scale, benefits from synergies, and operating leverage. Despite the challenges, we remain optimistic about the Group's future outlook and confident about further expansion. Our strong financial position, commitment to innovation, and operational excellence position us well to capitalize on growth opportunities.

We are committed to delivering high-quality products that consumers trust in their everyday lives. Our focus on organic growth, targeted acquisitions, and increased geographical penetration will drive sustainable growth and value for all stakeholders in the years to come. We are excited about the future prospects for our company and believe that our unwavering commitment to excellence will enable us to achieve our long-term strategic goals.

2.6 RELATED PARTY TRANSACTIONS

The most significant transactions between the Company and its related parties, as such are defined by International Accounting Standard 24, are presented below.

Trade receivables	**31.12.2022**	**31.12.2021**
Sarantis Bulgaria LTD	90,516	81,140
Sarantis Romania S.A.	1,289,681	896,889
Sarantis Polska S.A.	3,199,205	467,272
Sarantis Czech Republic sro	1,936,952	1,241,239
Polipak SP.Z.O.O.	34,314	8,526
Sarantis Slovakia S.R.O	5,355	64,936
Ergopack LLC	912,991	852,186
Sarantis Hungary Kft.	668,545	244,783
Sarantis Portugal Lda	853,749	671,346
Elode France SARL	35,685	31,042
Lenidi SA	2,230,379	0
Lenidi Bulgaria LTD	16,638	0
Lenidi Romania LTD	42	0
Total	**11,274,052**	**4,559,359**
Grand Total Receivables	**11,274,052**	**4,559,359**

Trade Liabilities	**31.12.2022**	**31.12.2021**
Sarantis Belgrade D.O.O	944,260	963,891
Sarantis Skopje D.O.O	678,476	676,358
Sarantis Bulgaria LTD	0	1,769
Sarantis Romania S.A.	3,224	7,293
Sarantis Polska S.A.	597,520	583,828
Sarantis Czech Republic sro	189	3,143
Polipak SP.Z.O.O.	514,928	746,010
Sarantis Slovakia S.R.O	0	7
Sarantis Hungary Kft.	0	5,608
Sarantis France SARL	40,971	45,630
Total	**2,779,568**	**3,033,537**

Liabilities from loans	31.12.2022	31.12.2021
Sarantis Bulgaria LTD	0	2,250,742
Sarantis Romania S.A.	0	4,501,484
Sarantis Polska S.A.	0	2,250,742
Waldeck LTD	546,492	562,373
Total	**546,492**	**9,565,342**
Grand Total Liabilities	**3,326,060**	**12,598,879**

Income

Income from sale of merchandise	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Belgrade D.O.O	2,612,504	1,940,193
Sarantis Skopje D.O.O	799,242	611,738
Sarantis Bulgaria LTD	2,220,785	1,756,835
Sarantis Romania S.A.	5,636,955	5,404,913
Sarantis Polska S.A.	12,507,004	6,226,631
Sarantis Czech Republic sro	6,835,219	4,987,002
Sarantis Slovakia S.R.O	708,633	1,733,014
Ergopack LLC	797,514	771,976
Sarantis Hungary Kft.	1,190,824	883,270
Sarantis Portugal Lda	1,121,708	804,948
Lenidi SA	2,598,206	0
Lenidi Bulgaria LTD	67,714	0
Total	**37,096,307**	**25,120,521**

Other Income	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Belgrade D.O.O	217,331	180,881
Sarantis Banja Luca DOO	6,108	8,501
Sarantis Skopje D.O.O	21,518	23,639
Sarantis Bulgaria LTD	43,029	34,992
Sarantis Romania S.A.	237,875	102,814
Sarantis Polska S.A.	1,395,713	583,281
Sarantis Czech Republic sro	319,545	183,365
Polipak SP.Z.O.O.	172,562	76,001
Sarantis Slovakia S.R.O	28,501	61,545
Ergopack LLC	115,894	149,328
Sarantis Hungary Kft.	108,305	75,801
Sarantis Portugal Lda	92,319	58,172
Lenidi SA	23,116	0
Lenidi Bulgaria LTD	7,987	0
Lenidi Romania LTD	3,951	0
Total	**2,793,753**	**1,538,320**
Grand Total Income	**39,890,060**	**26,658,841**

Expenses and Purchases

Purchases of Merchandise - Services	**01.01 - 31.12.2022**	**01.01 - 31.12.2021**
Sarantis Belgrade D.O.O	0	1,443
Sarantis Bulgaria LTD	5,181	4,526
Sarantis Romania S.A.	27,146	61,011
Sarantis Polska S.A.	2,134,762	1,976,184
Sarantis Czech Republic sro	3,872	3,515
Polipak SP.Z.O.O.	3,513,445	3,532,768
Sarantis Slovakia S.R.O	0	1,431
Sarantis Hungary Kft.	0	5,675
Lenidi SA	486,126	0
Total	**6,170,532**	**5,586,553**

Expenses – Interest	**01.01 - 31.12.2022**	**01.01 - 31.12.2021**
Sarantis Bulgaria LTD	41,198	127,068
Sarantis Romania S.A.	82,503	254,137
Sarantis Polska S.A.	41,399	127,068
Waldeck LTD	15,687	15,687
Total	**180,787**	**523,960**

Other Expenses	**01.01 - 31.12.2022**	**01.01 - 31.12.2021**
Sarantis Bulgaria LTD	0	2,445
Sarantis Romania S.A.	0	4,891
Sarantis Polska S.A.	206	2,445
Total	**206**	**9,781**
Grand Total Expenses	**6,351,525**	**6,120,295**

Table of Disclosures of Related Parties		
	Group	**Company**
a) Income	2,943,174	39,890,060
b) Expenses	486,126	6,351,525
c) Receivables	2,352,181	11,274,052
d) Liabilities	0	3,326,060
e) Transactions and remuneration of senior executives and management	2,046,550	2,046,550
f) Receivables from senior executives and management	88,037	88,037
g) Liabilities towards senior executives and management	778	778
h) Receivables from affiliates	0	0
i) Liabilities to affiliates	0	0

*The company Lenidi S.A. and its subsidiaries, Lenidi Bulgaria Ltd and Lenidi Romania Ltd, are related parties as of August 5, 2022 and transactions with these companies for the entire year 2022 are shown above.

2.7 DETAILED INFORMATION ACCORDING TO A. 4, PAR.7, L.3556/2007.

2.7.1 Structure of the Company's share capital

The company's share capital amounts to 54,504,437.52 euro, divided into 69,877,484, common registered shares with voting right, and with a nominal value of 0.78 euro per share.
All the shares are registered and listed for trading in the Securities Market of the Athens Exchange.

The rights of the Company's shareholders with respect to their shares are proportional to the share capital stake to which the paid-in share value corresponds. Each share incorporates all the rights and obligations that are stipulated by the Law and Company's Articles of Association, and more specifically:

• The right to dividend from the annual earnings or liquidation profits of the Company.

A percentage of 35% of the net earnings following deduction only of the statutory reserve is distributed from the earnings of each year to shareholders as an initial dividend while the distribution of an additional dividend is resolved upon by the General Meeting. Dividends are entitled to each shareholder who is registered in the Shareholders' Register at the dividend record date. The dividend for each share is paid to its holder within two (2) months from the date on which the Ordinary General Meeting approved the Annual Financial Statements. The payment date and the payment method are released through the Press. The right to receive payment of the dividend is subject to a time limitation and the respective unclaimed amount goes to the State upon the lapse of 5 years from the end of the year during which the General Meeting approved the distribution of the said dividend.

• The right to reclaim the amount of one's contribution during the liquidation or, similarly, the writing off of the capital representing the share, provided that this is resolved upon by the General Meeting,

• The pre-emptive right at every share capital increase of the Company via cash payment or the issuance of new shares.

• Each shareholder is entitled to request a copy of the financial statements along with the relevant reports of the Board of Directors and the Auditors of the Company.

• The right to participate in the Company's General Meeting which consists of the following specific rights: legitimacy, presence, participation in discussions, submission of proposals on the items of the agenda, entry of one's opinion on the minutes of the Meeting and finally the right to vote.

• The General Meeting of Company's Shareholders retains all its rights and obligations during liquidation. The liability of shareholders is limited to the nominal value of the shares such hold.

2.7.2 Limits on transfers of Company's shares

The transfer of Company shares takes place based on procedures stipulated by Law, while there are no restrictions set by the Articles of Association for transfer of shares, as such are dematerialized shares listed on the Athens Exchange.

Pursuant to article 4 of Law 3016/2002, as in force, the independent non-executive members of the Board of Directors of the Company may not, among other things, hold shares exceeding 0.5% of the paid-up share capital.

In accordance with Article 19 of Regulation (EC) No 596/2014 of the European Parliament and of the Council (as well as Commission Regulation 2016/522 and Commission Executive Regulation 2016/523), the executives and the closely related people with these persons, are required to disclose transactions that are directly or indirectly incurred on their behalf and relate to the Company's shares or debt securities or derivatives or other financial instruments that are linked to them after the completion of a sum amounting to € euro 5,000 (gross basis) each year.

2.7.3 Significant direct or indirect holdings according to the definition of 3556/2007

Until 31/12/2021 the following announcement was made with regards to significant direct or indirect holdings according to the definition of 3556/2007:

❖ Pursuant to the corresponding information received from the company Swedbank Robur Fonder AB on 10/01/22, due to the sale of shares, the total percentage of voting rights that the shareholder directly holds in the Company decreased to less than 5% on January 07, 2022 and specifically was set at 4.81% (ie 3,363,023 voting rights).

- Pursuant to the corresponding information received from the company FMR LLC on 28/11/22, due to the sale of shares, the total percentage of voting rights held indirectly, through its controlled companies, in the Company decreased to less than 10% on November 25, 2022 and specifically reached 9.74% (i.e. 6,803,423 voting rights).

- Pursuant to the corresponding information received from the company The Goldman Sachs Group, Inc., due to the purchase of shares, the total percentage of voting rights that the shareholder indirectly holds in the Company crossed 5% on September 28, 2021 and in particular reached 5.02 % (ie 3,504,524 voting rights).

2.7.4 Shares conferring special control rights

None of the Company shares carry any special rights of control.

2.7.5 Limitations on voting rights

The Articles of Association make no provision for any limitations on voting rights emanating from its shares.

2.7.6 Agreements among Company shareholders

The Company is not aware of any agreements among shareholders entailing limitations on the transfer of shares or limitations on voting rights emanating from its shares, apart from those mentioned in paragraph 2.7.3.

2.7.7 Rules governing the appointment and replacement of members of Board of Directors and the amendment of the Articles of Association

The rules set out in the Articles of Association of the Company on the appointment and replacement of members of the Board of Directors and the amendment of the provisions of the Articles of Association do not differ from those envisaged in Codified Law 2190/1920 and since 1/1/2019 in Law 4548/2018.

2.7.8 Responsibility of the Board of Directors for the issuance of new shares or the purchase of treasury shares

According to the provisions of article 24§1b & 1c of Law 4548/2018, the Company's Board of Directors has the right, following a relevant decision by the General Shareholder's Meeting to increase the Company's share capital with the issuance of new shares, through a decision by the Board of Directors that is made with a majority of at least two thirds (2/3) of its total members. In this case, Company's share capital may be increased by no more than the share capital amount paid up on the date when the Board of Directors was granted such power by the General Meeting. This power of the Board of Directors may be renewed by the General Meeting for a period that may not exceed five year per instance of renewal.

2.7.9 Important agreements initiated, amended or terminated in case a charge arises in the company's control following a public offer

There are no agreements which enter into force, are amended or terminated in the event of change in the control of the Company following a public offer.

2.7.10 Agreements with members of the Board of Directors or employees of the Company

The Company has no significant agreements with members of the Board of Directors or its employees providing for the payment of compensation, especially in the case of resignation or dismissal without good reason or termination of their period of office or employment due to a public offer.

2.8 Information for acquired Treasury Shares according to article 50 paragraph 2 of L. 4548/2018.

During the year 2022, the Company proceeded to the purchase of 22,470 treasury shares at an average purchase price of 6.85 euro per share, paying 153,826 euro.

Including the 2,896,324 treasury shares already bought by the company during previous years, then as of 31/12/2022, the Company holds in total 2,918,794 treasury shares with nominal value of EUR 0.78 per share and an average purchase price of 4.84 euro per share, having paid a total of 14,113,340 euro.
The treasury shares that the Company holds correspond to 4.18% of its share capital.

2.9 RESEARCH AND DEVELOPMENT ACTIVITY

The development process of innovative, environmentally friendly products is at the heart of Sarantis Group business activity, providing the impetus to meet consumers' needs progressively over time, further enhancing their trust. The Group has evolved thanks to the given emphasis on know-how and specialisation without compromise aiming at optimizing and creating new products that exceed consumers' expectations having ensured the product's green footprint and top quality.

The Group's continuous investment in R&D and environmentally friendly responsible production practices ensure the product's quality and alignment with the circular economy. The Group supports the creation of eco products that increase environmental awareness and enhances responsible consumers' consumption, while further stimulates competition to mobilize a systematic change towards a greener future in terms of production.

The Group's Research & Development laboratory is composed of experienced scientists of various specialties who ensure that the latest scientific knowledge and trends are embedded in the development of innovative and safe products that always represent an environmental-friendly product-development philosophy. Our research teams aim to bring together the best ideas within the framework of collaboration with top universities and specialist companies, while they regularly attend international conferences & exhibitions to be constantly informed about the latest developments in the industry. In combination with the constant quality controls realized in all phases of product development process, from the collection of raw materials to their final appearance at the points of sale, our products meet the most demanding quality criteria and all modern consumers' needs.

At the same time, we explore the potential of circular innovation, both in terms of ingredients and packaging and we have started to develop our capabilities by starting pilot programs for brands and materials for future launches. The new modern research & development laboratory within the new production facility of Polipak will contribute significantly to this, the new R&D will have state-of-the-art equipment and will allow a wide range of measurements and tests, ultimately guaranteeing high innovation and quality in the category of household products.

The Group invests in the development of an Integrated Management System (SHEQ) that will comprise Standards on Quality, Health & Safety and Environmental Management.

Analytically, all Group's certifications are available in section 2.13.

2.10 COMPANY'S BRANCHES

The Company has the following branches:

1	67 MESOGEION – TZAVELLA, 15231 HALANDRI
2	NATIONAL ROAD ATHENS-LAMIA POSITION LYSIA-TEMPELI 32011, Oinofyta
3	TZUMBA POSITION 0 19011 AVLONA
4	IROON POLYTECHNIOU 19, 15231 CHALANDRI
5	LAND PLOT 51 B10 GROUND FLOOR 0 57001 THERMI
6	28 AMAROYSIOU-HALANDRIOU STREET, 15125, MAROUSI

2.11 SUBSEQUENT EVENTS

- On January 18, 2023, with the issuance of a Decree of the District Court of Nicosia, the merger of the subsidiary company WALDECK LTD with the subsidiary company ZETAFIN LTD took place. The merger was completed on February 15, 2023.
- In January 2023, the share capital increase in the subsidiary company Sarantis Polska S.A. was completed amounting to € 23.4 million.
- Within the first quarter of 2023, bond loans worth €20 million were raised by the Company to cover working capital needs.

2.12 CORPORATE GOVERNANCE STATEMENT

The Corporate Governance Statement is included in the Annual Report of the Board of Directors pursuant to article 152, par.1 of Law 4548/2018. The present Statement concerns the fiscal year 1/1-31/12/2022.
The Company applies the principles of corporate government, as those are defined in the current legislative framework and particularly pursuant to article 17 of L. 4706/20 and article 4 of the Decision of the Hellenic Capital Market Commission (Decision no. 2/905/3.3.2021 of the Board of Directors of the Hellenic Capital Market Commission).

2.12.1 Corporate Governance Code:

Upon the decision of its Board of Directors dated on 15.07.2021, the Company applies the Hellenic Corporate Governance Code of the Hellenic Corporate Governance Council (HCGC) (June 2021), with the deviations mentioned in the present Corporate Governance Statement.
The Hellenic Corporate Governance Code is posted on the website of the Hellenic Corporate Governance Council HCGC Hellenic Corporate Governance Code as well as on the corporate website Gr. Sarantis SA Hellenic Corporate Governance Code (2021).

The Hellenic Corporate Governance Council (HCGC) was established in 2012 as a non-Profit Company with the joint initiative of the Hellenic Federation of Enterprises (SEV) and the Athens Stock Exchange (ATHEXGROUP). Since then, the Hellenic Banking Association in 2018 and the Hellenic Fund and Asset Management Association in 2019 became Regular Members of the HCGC. The purpose of the HCGC is to continuously increase the credibility of the Greek market among domestic and international investors and to improve the competitiveness of Greek corporations. It functions as a specialized body for disseminating the principles of corporate governance and seeks to develop a culture of good governance in the Greek economy and society.

2.12.2 The General Assembly of the Shareholders:

Operation Items of the General Assembly

The General Assembly of the shareholders is the supreme body of the Company. It is entitled to decide upon any subject, whereas its decision constitutes commitment even for the absent or opposing shareholders. The General Assembly is temporarily chaired by the Chairman of the BoD, who, through a specific procedure, provides for the election of the ordinary Chairman and the Secretary of the General Assembly. The responsibility of the General Assembly is to take decisions regarding all subjects submitted to it, whereas it is the only competent body to decide on issues mentioned in article 117 of L.4548/2018 and specifically the following:

- amendments of the articles of association including capital changes;
- the election of the BoD members, the auditors and the determination of their fees. Pursuant to article 10 of the articles of association, the election of BoD directors to substitute vacancies due to death, resignation or deposition is also excluded;
- the approval overall management in line with article 108 of L. 4558/2018 and the discharge of auditors
- the approval of Annual Consolidated financial statements,
- the allocation of the annual profits;
- the approval of of remuneration or advance payment of remuneration according to article 109 of Law 4548/2018,
- the issuance of convertible loan;
- the approval of the remuneration policy and report,
- the cases of merger, split, transformation, revival, extension or dissolution of the company; and
- the appointment of liquidators.

The Company has adjusted the provisions of its articles of association which are subject to the provisions of L. 4548/2018, such as the aforementioned decisions requiring an increased quorum (2/3) and a majority (2/3 of those present). Amendment of other provisions by simple quorum (1/5) and a majority (½ +1 of those present).

Communication with the Shareholders and the potential Shareholders.

The Company operates a website which presents subjects and information concerning the shareholders in both the Greek and the English language.
The contact details of both the Chairman of the Company and the manager of the investor relations and shareholders department are at the disposal of the shareholders for direct communication.

In case institutional shareholders wish to get acquainted with the group, they may contact the manager of the investor relations and shareholders department who will handle the arrangement of a relevant presentation meeting.
Regarding the procedure of holding the General Assembly, the company is subject to the provisions of the national legislation and posts on its website all the required information in Greek as well as in English for the shareholders' convenience.

<u>Conditions for the Participation of Shareholders in the General Assembly.</u>
Law 4548/2018, in article 124, and Law 4569/2018, in article 14, define the conditions for the participation of shareholders in the General Assembly.
In particular:
- Any natural person or legal entity having a shareholder status on the fifth day (date of registration) before the General Assembly the has the right to participate.
- For the cases of repeat General Assemblies or Assemblies after postponement, the deadlines of article 130, L. 4548/2018 apply.
- Shareholder status is evidenced through information obtained from the Central Deposition, as well as through any legal means.
- There is no requirement for the shareholders to block their shares in order to participate in the General Assemblies.

<u>Shareholders' Rights</u>
Law 4548/2018, in article 123, defines the shareholders' rights regarding the General Assembly and in particular the information that the company is obliged to provide to its shareholders. Specifically, the company is obliged to post on its website, from the publication of the invitation and until its convocation, the information provided for in article 121 of L. 4548/2018 regarding:
- the procedure for the exercise of the right to vote through a representative;
- the information regarding the exercise of minority rights pursuant to paragraphs 2, 3, 6 and 7 of article 141, L. 4548/2018;
- the availability of representation appointment and revoking forms;
- the decision drafts on items of the agenda;
- the total number of shares and voting rights on the date of the invitation;
- the alternative way of providing representation appointment and revoking forms, free of charge, in cases of inability to obtain them online.

For cases of participation through a representative, article 128 of L. 4548/2018 applies. The appointment, revoking and replacement of a representative are submitted to the Company in writing at least 48 hours before the General Assembly. In case of non-compliance, the non-compliant shareholder may participate in the General Assembly unless the General Assembly refuses the participation for a significant reason. The representative votes in accordance with the instructions of the shareholder, if any. Non-compliance of the representative with the instructions does not affect the validity of the decisions of the General Assembly. The representative is obliged to disclose to the Company, before the beginning of the General Assembly, any case of serving interests other than those of the represented shareholder.
The rights of the minority shareholders and the way to exercise them are defined in articles 141 to 144 of L. 4548/2018.

2.12.3 Board of Directors and Committees:

(a) The Company is governed by the Board of Directors, which is elected by the General Assembly, in the context of the Articles of Association of the Company and the national legislation. The current Board of Directors consists of 11 (eleven) members and has a six-year term (pursuant to the provisions of article 85 of L. 4548/2018). Five (5) of the BoD members are non-executive members, whereas four (4) of the non-executive members are also independent members.
The following table presents the members of the Board of Directors, the capacity and relation of each member, their participation in committees, the changes within the reference period, their total term (from the date the company was listed in the Athens Stock Exchange) as well as the beginning and the end of the term for the reference period.

SN	Full Name	Capacity	Relation	Term (years)	Beginning of Term	End of Term	Committees: Audit	Committees: Remuneration & Nominations
Composition of the Board of Directors								
1	Grigorios P. Sarantis*	Chairman	Executive member	29	20/5/2021	19/5/2026		
2	Dimitrios P. Reppas	Vice-chairman	Independent and non-executive member	2	20/5/2021	19/5/2026		C
3	Kyriakos P. Sarantis*	CEO	Executive member	29	20/5/2021	19/5/2026		
4	Ekaterini P. Saranti	Member	Non-executive member	20	20/5/2021	19/5/2026		
5	Konastantinos P. Rozakeas	CFO & Deputy CEO	Executive member	24	20/5/2021	19/5/2026		
6	Konstantinos F. Stamatiou	Legal Counsel	Executive member	23	20/5/2021	19/5/2026		
7	Ioannis K. Bouras	CCO & Deputy CEO	Executive member	2	20/5/2021	19/5/2026		
8	Evangelos I. Siarlis	CHRO	Executive member	1	21/4/2022	19/5/2026		
9	Christos I. Economou	Member	Independent and non-executive member	6	20/5/2021	19/5/2026	M	M
10	Irini M. Nikiforaki	Member	Independent and non-executive member	2	20/5/2021	19/5/2026	M	
11	Nikolaos P. Nomikos	Member	Independent and non-executive member	5	20/5/2021	19/5/2026		M
-	Georgios P. Kostianis	COO	Executive member	1	20/5/2021	14/4/2022		
-	Ioannis M. Arkoulis	Chairman of the Audit Committee	Third Party Independent, non-member of the BoD	3	24/5/2022	2023	C	

**Their participation is since the Company's listing in the Athens Stock Exchange in 1994.*

The following table presents the professional commitments of the members of the Board of Directors other than their duties in the Group.

Full Name	Capacity	Professional Commitments
Grigorios P. Sarantis	Chairman	DATABLUE S.A.. (BoD Chairman) SARKK S.A.. (BoD Chairman & CEO) ZAKIS M.LTD. (Administrator) POLYAGROKTIMA GI MAS (Administrator)
Dimitrios P. Reppas	Vice-chairman	-
Kyriakos P. Sarantis	CEO	SARKK S.A.. (BoD Vice-chairman) DIRTY LAUNDRY (Chairman & CEO) THINALOS KYKLADON S.A. (Chairman & CEO)
Ekaterini P. Saranti	Member	-
Konstantinos P. Rozakeas	CFO & Deputy CEO	LENIDI S.A. (BoD Chairman)
Konstantinos F. Stamatiou	Legal Counsel	LENIDI S.A. (BoD Member) DATABLUE S.A. (BoD Member) Practices Law
Ioannis K. Bouras	CCO & Deputy CEO	-
Evangelos Siarlis	CHRO	-
Christos I. Economou	Member	-

Irini M. Nikiforaki	Member	Lawyer of Athens at the Supreme Court, appointed in the Athens Court of First Instance. EETT Lawyer. She teaches in the Post-graduate programs of the Law School of the Athens University. Partner of the law office 'Nikiforaki & Fereti Law'
Nikolaos P. Nomikos	Member	Works as a Growth Lead at Beat (Daimler Group)

The curriculum vitae of each member of the Company's Board of Directors are posted on the corporate website https://sarantisgroup.com/the-group/leadership/board-of-directors/. In particular:
GRIGORIS SARANTIS OF PANTAZIS, Chairman of the Board of Directors - Executive Member
Had been the Chief Executive Officer of the joint venture between THE ESTEE LAUDER COMPANIES and GR. SARANTIS S.A. since its establishment until the sale of the Company's participation in the joint venture in June 2022.
He was born in Athens and studied at Athens Law School. He is a graduate of Athens College.
A leader with a vision and substantial contribution to the growth of Sarantis Group.
He is a results-focused leader with a proven ability to deliver improvements to product quality, market positioning, customer relationships and financial performance.
His management style includes creativity, inspiration, vision, motives and rationality, qualities that he conveys to his partners.

DIMITRIOS P. REPPAS, BoD Vice-chairman - Independent & Non-executive Member
Dimitrios Reppas was born in Leonidio of Arkadia in 1952. He holds a BSc in Dentistry from the University of Athens. He has worked as a dentist surgeon in Athens. He was elected as Member of Parliament representing Arkadia in 1981 and reelected in subsequent elections until 2012. During this period, he served as Minister of: Press and Government Representative, Labor and Social Security, Transport and Network Infrastructure, Public Administration, and e-Government. He has written many articles, research papers and a book: "Face to face with the Media". He is married with two children.

KYRIAKOS SARANTIS OF PANTAZIS, Chief Executive Officer (CEO) of Sarantis Group
He was born in Athens and studied at the Athens University of Economics and Business. He is a graduate of Athens College.
His vision and business thinking brought significant development in the Group making it one of the leading consumer products companies in Europe.
Within dynamic and rapidly changing markets, he has repeatedly produced sustained revenue, significant improvement in the operational performance and profitability of the Group and achieved critical strategic goals, thus building shareholder value and confirming his vision.
He focuses particularly on the people of the Group by adopting a healthy and practical management style focused on the employees' fulfillment and advancement.
KONSTANTIONOS ROZAKEAS OF PETROS, Chief Financial Officer (CFO), and Deputy CEO of the Group, Executive Member.
He is responsible for all the non-commercial activities. He has been the Chief Financial Officer of the Group for the last 25 years, having 12 years of former experience as Certified Accountant (at SOL) and Business Consultant (at ARTHUR ANDERSEN). He has attended the executive programs of the INSEAD Business School, Advanced Management Program (AMP) and Corporate Financial Strategy in Global Markets (CFSGM).

KONSTANTINOS STAMATIOU OF FOKION, Manager of the Legal Department of the Group, Executive Member
In-house Legal Counsel of GR. SARANTIS S.A. since 1997. Graduate (cum laude) of Athens College (1969-1978).
Graduate (magna cum laude) of Athens Law School of the University of Athens (1978-1982). Post-graduate studies (Master of Laws) at the University College of London and Queen Mary College of the University of London.
Apart from his position as Legal Counsel and participation in the Board of Directors of significant private sector companies, he has participated in the Board of Directors of the "National System for the Quality of Infrastructures" (Greek Organization for Standards and Standardization, National Institute for Measures & Metrology) and of "THEMIS Constructions" as Deputy Chairman.

IOANNIS K. BOURAS, Chief Commercial Officer (CCO) and Deputy CEO of the Group, Executive Member.
A passionate visionary FMCG professional with experiences around various categories of products (food, personal care, and beauty), countries and regions of activity. He mainly focuses on brands and people of the organization, always aims at the day-to-day close cooperation to deliver business objectives and finally create

value for all stakeholders. He has the knowledge and the experience of all distribution channels, modern retailers and e-shops. Having proved his participation in leading teams in a volatile competitive environment, he has effective communication and engagement as his main pillars of his work. Effective, creative and productive, leading by example with front line leadership style. Always positive, energetic, solution and action oriented. His 20-year professional experience in the sector is a privilege for Sarantis Group. He has worked in many countries for various companies such as MINERVA and PZ Cussons. He holds a bachelor in chemical engineering, MBA degree, and completed the INSEAD International Directors Program in 2019.

EVANGELOS I. SIARLIS, Chief Human Resources Officer (CHRO) of the Group, Executive Member.
Holds a Bachelor Degree in Economics from Aristotelian University of Thessaloniki and a Master Science Degree in Strategic Human Resources Management from ALBA. Before joining our Group he had experience in the FMCG sector in several HR positions at Minerva S.A Food Company.

EKATERINI SARANTI OF PANTAZIS, Non-executive Member
She holds a Master degree in Special Education from Lesly College (U.S.A.) and Bachelor in Psychology from Deree College. She is a graduate of Moraitis High School. She ensured the immediacy of the Audit Committee's communication with key shareholders and the expansion of the Audit Committee's expertise, maintaining communication channels during her term that lasted until 2018.

CHRISTOS ECONOMOU OF IOANNIS, Independent - Non-executive Member,
He has many years of experience in the construction sector, through the companies of Parnon S.A. and Vistonis S.A, and provides his experience particularly during the audit of the projects and the capital expenditures of the Group.

IRINI M. NIKIFORAKI, Independent-Non-executive member
Irini Nikiforaki was appointed to the Athens Court of First Instance in 1997 and is admitted before the Supreme Court of Greece. She holds a BSc in Law from the Law School of the University of Athens, a post-graduate degree from the same university (LL.M European Competition Law, Intellectual Property, International Commercial Arbitration) and a Ph.D from the Law School of the University of Edinburgh (PhD: "Technology Licensing: the evolution of EU Competition law"), while in 2020 she attended the Female Leadership Program of the University of Oxford, Saïd Business School. She specializes in the Competition and Regulatory Law, focusing on the Telecommunications sector, and on the Information/Communication/Technology sector (ICT sector), commercial contracts law, intellectual and industrial property law, corporate law, and mergers and acquisitions of companies. From 2002 until now, she is a Lawyer of the Hellenic Telecommunications and Posts Commission (EETT) competent for regulatory and competition issues in the Electronic Communications sector. During 2007-2008, she served as legal counsel in the Ministry of Infrastructure and Transports. She is a founding member of the law office 'Nikiforaki & Fereti Law' (https://nikiforaki.ondev.gr). Moreover, she has participated in a significant number of legislative bill drafting committees (for Telecommunications, the incorporation of the new code of Electronic Communications) and has represented EETT in the European competition network of the European Union. She teaches Electronic Communications Law as a visiting lecturer in the Post-Graduate programs of the Law School of the University of Athens and she has made various scientific and academic publications.

NIKOS NOMIKOS OF PERIKLIS, Independent-Non-executive member
He holds a Bachelor in Business Management from the Univerity of Surrey and an MSc in Business Innovation, Entrepreneurial Finance and Innovation Management from University of London. He is a graduate of Moraitis High School. His professional activity is in the sector of financial advisory services. Since 2019 he has been working as a Growth Lead at Beat (Daimler Group).

MARIA FOTOPOULOU OF GEORGIOS, Corporate Secretary
Mrs Fotopoulou has been a lawyer for 21 years and legal counsel of Gr. Sarantis S.A. since 2015. She is a holder of a BSc from the Law School of Athens and a LL.M. in the European and International Law; she has a rich and broad legal background, dealing with cases of the corporate and commercial law, as well as the entire spectrum of law related to the Company's activities. Her legal training in combination with her extensive knowledge of the Group's operations ensures excellent support of the role of the Corporate Secretary.

The BoD members are elected – appointed by the General Assembly through simple quorum (1/5) and majority (½ +1 of those present).

In case of resignation, death or loss of the status of the member or members of the Board of Directors in any other way, the remaining members can decide to continue the administration and representation of the company even without the replacement of the vacancies on the condition that the number of the remaining members exceeds half the number of the members prior to the occurrence of these events. In any case, the remaining members are not allowed to be less than three (3).
The BoD convenes regularly depending on the needs of the Company and the items to be settled and at least once a month.
The Secretary of the Board of Directors holds the minutes of the Board of Directors and the Committees.
The following table summarizes the number of meetings and participation rates of the Board of Directors and its Committees during the reference period, that is, 1/1-31/12/2022

				Meetings & % participation BoD meetings	Meetings & %participation Audit Committee meetings	Meetings & % participation Remuneration & Nominations meetings
SN	Number of Meetings			70	13	4
1	Grigorios P. Sarantis	Chairman	Executive member	68/70 97%		
2	Kyriakos P. Sarantis	Chief Executive Officer	Executive member	68/70 97%		
3	Konstantinos P. Rozakeas	CFO & Deputy CEO	Executive member	70/70 100%		
4	Konstantinos F. Stamatiou	Legal Counsel	Executive member	70/70 100%		
5	Ioannis K. Bouras	CCO & Deputy CEO	Executive member	70/70 100%		
6	Evangelos Siarlis	CHRO	Executive member	53/53 100%		
7	Ekaterini P. Saranti	Member	Non-executive member	68/70 97%		
8	Dimitrios P. Reppas	Vice-chairman	Independent and non-executive member	38/70 54%		4/4 100%
9	Christos I. Economou	Member	Independent and non-executive member	39/70 56%	13/13 100%	4/4 100%
10	Irini M. Nikiforaki	Member	Independent and non-executive member	39/70 56%	13/13 100%	
11	Nikolaos P. Nomikos	Member	Independent and non-executive member	38/70 54%		4/4 100%
-	Ioannis M. Arkoulis	Chairman of the Audit Committee	Third Party Independent non-member of the BoD	4/4 100%	13/13 100%	
-	Georgios P. Kostianis	COO	Executive member	15/15 100%	13%	50%

The Company's Regulation of Operation, a summary of which is posted on the corporate website [Summary of the Regulation of Operation Gr. Sarantis S.A.], describes in details the operation of the Board of Directors, its powers, authorities and duties, the authorities of the executive members, the non-executive members and the independent members. Reference is made to the authorities of the Chairman and the Independent Vice-chairman.

The Management has established **a policy and a procedure to prevent and address conflicts of interests**. The goal of the Policy is to set the framework of identifying, assessing, managing and preventing cases of conflicts of interests, so that the administrative bodies of the Company can make prudent, objective and independent decisions in favor of the Company and the fulfilment of its aims, and that the due diligence of the members of the bodies and the promotion of the corporate interest is ensured. The Procedure reflects the principles and procedures that the Company adopted in order to fulfil its legal obligations to keep and implement effective administrative procedures and audit mechanisms to prevent, identify and manage existing and potential conflicts of interest within its activities.

The Management has taken care of adopting the compliance **procedure** regarding the **transactions with related parties** in line with article 14 of Law 4706/20 and of the obligations arising regarding the recognition, monitoring and disclosure of the Company's transactions with related parties.
The rules regarding the recognition, monitoring and disclosure of transactions with related parties are based on Law 4548/2018 and in particular Articles 99-101, International Accounting Standards / International Financial Reporting Standards and more specifically IAS 24 "Related Party Disclosures" and IAS 27 "Consolidated and separate financial statements" and the instructions of the Hellenic Capital Market Commission (Circular 45 / 21.7.2011 "Transactions of a listed company with related parties").

The monitoring of the transactions between the Company and its related parties is carried out on a continuous basis by the Finance Department. The Finance Department is responsible for the observance of the provisions of the legislation on intra-group transactions, the monitoring of the procedures of agreements or written contracts between the related entities as well as their justification and documentation by calculating the prices of products-services (provided or received).
The Board of Directors of the Company evaluates and updates on an annual basis the criteria applied for the identification of the Company's transactions with related parties and the fulfillment of the criteria in order to exclude an impending transaction from the restrictions of Law 4548/2018.
The competent body, for taking the relevant decision on the preparation of Intragroup Transaction and the granting of the relevant license, is the Board of Directors of the Company. The competence of the Board of Directors for the issuance of a license is exercised collectively and cannot be assigned to one or more persons, members of the Board of Directors or not.
The Board of Directors may issue a license, which is valid for six (6) months. On repetitive contracts with the same person, a single contract can be issued, which defines the characteristics of the contracts and is valid for one (1) year.
The Board of Directors announces the issuance of a license for the preparation of the Intragroup Transaction. This announcement is submitted to the publicity provided by Law 4548/2018 before the completion of the transaction.
Within ten (10) days from the publication of the announcement of the granting of the above license by the Board of Directors, shareholders representing one twentieth (1/20) of the paid-up share capital, may request the convening of a General Meeting to decide on the issue of licensing. The contract for which a license was granted by the Board of Directors is considered final only after the expiration of the deadline of ten (10) days or the receipt of the license from the General Meeting or the written statement of all shareholders to the Company that it is not provided to request the convening of the General Assembly.
If the Intragroup Transaction has already been concluded until the General Meeting has been authorized, then the General Meeting is canceled if it is opposed by shareholders representing one twentieth (1/20) of the capital represented at the General Meeting.
In the event that the transaction concerns a shareholder of the Company, the specific shareholder does not participate in the voting of the General Meeting and is not calculated for the formation of the quorum and the majority. Similarly, other shareholders do not participate in the voting with whom the counterparty is associated with a relationship subject to paragraph 2 of article 99 of Law 4548/2018. This paragraph does not apply if the permission of the Board of Directors was given with the consent of the majority of its independent members.
In any case, the issuance of the license by the General Meeting is canceled, if it is opposed by shareholders representing one third (1/3) of the capital represented at the meeting.
If the permission to conclude the contract was given by the General Meeting, any amendments may be made with the permission of the Board of Directors, unless the General Meeting reserved the right to provide the permission to them as well.
The decision of the Board of Directors or the General Meeting (as the case may be) is taken based on the auditor's report or auditing company or other independent third party to the Company, which assesses whether the transaction is fair and reasonable for the Company and its shareholders that are not a related party, including the Company's minority shareholders, and explains the assumptions on which it is based, together with the methods used. The persons of paragraph 2 of article 99 of Law 4548/2018 do not participate in the preparation of the specific report.
Except in the case that the Board of Directors has granted the permission for the preparation of the Intragroup Transaction, the Board of Directors announces the issuance of permission for the preparation of the Intragroup Transaction by the General Meeting, as well as the non-expiration of the ten (10) days according to the above. This announcement is submitted to the publicity provided by Law 4548/2018 before the completion of the Intragroup Transaction. Inaccuracy of the announcement is not opposed to third parties, unless the Company

proves that the third parties were aware of this inaccuracy. The announcement includes at least some information:

- as to the nature of the Company's relationship with the related party,
- the date and value of the Intragroup Transaction,
- any other information necessary to assess whether the transaction is fair and reasonable to the Company and its non-affiliated persons, including minority shareholders.

The announcement is accompanied by the report of the accountant auditor or auditing company according to the above. The transaction concluded between the person affiliated with the Company and its subsidiary is also submitted in the publicity formalities.

The provisions of this procedure are without prejudice to the obligations of disclosure of preferential information, as referred to in Article 17 of Regulation (EU) No 596/2014 of the European Parliament and of the Council.

The Management has provided for the generation of an **Assessment and Supervision Procedure for the Members of the Board of Directors and its Committees**. The assessment is carried out every year. In this context, the Nominations and Remuneration Committee assesses the structure, composition and performance of the bodies, as well as the skills, knowledge and experience of their members and submits proposals to the Company's Board of Directors. The assessment in both cases is conducted by filling in appropriate questionnaires. Once the Board of Directors is aware of the results of the assessment, the actions to be implemented are formed. In case decisions are made on corrective actions following the assessment, the Nominations and Remuneration Committee makes sure that these are properly implemented, and the implementation thereof is monitored by the Chairman of the Board of Directors.

(b) Committees

(b1) Executive/Management Committee (Regulation of Operation, par.2.2.3.1).

In addition to the provisions of the law, the company has established an Executive Committee. It is chaired by the Chief Executive Officer and the directors of the Group's core operations and on case by case basis the pertinent directors of the Business Units participate. The Executive Committee constitutes a collective body of the Company's management with explicitly executive responsibilities and supervisory role over current operating and administrative issues. It is the competent committee for the business risk management.

(b2) Audit Committee (Regulation of Operation, par.2.2.3.2).

The Audit Committee consists of at least three members as an independent committee. The Chairman is appointed by the members. Its members are Ioannis Arkoulis, Certified Public Accountant (Chairman, Independent third Party appointed by the Ordinary General Assembly), Irini Nikiforaki, Legal Counsel, Lawyer of Athens at the Supreme Court, and visiting lecturer in the Post-Graduate programs of the Law School of the University of Athens (Member, Independent non-executive BoD member), Christos Economou, Businessman (Member, Independent BoD Non-executive member).

The Audit Committee assists the Board of Directors in fulfilling its supervisory responsibility undertaken on behalf of the shareholders. It is a committee designed to add value and improve the operations of the organization. Its role includes, inter alia, the following: (a) it informs the Board of Directors about the results of the mandatory audit, (b) it monitors the financial reporting process, (c) it monitors the effectiveness of the internal audit systems, (d) it monitors the mandatory audit of the annual and consolidated financial statements, (e) it reviews and monitors the independence of the certified auditors or the auditing companies, (f) it is responsible for the selection of certified auditors or auditing companies, (g) its responsibility is to select independent evaluators to evaluate the Internal Audit System, monitor their work and inform both the Board of Directors and the competent supervisory body.

The Audit Committee has a regulation of operation, which defines, inter alia, its role, the process to fulfil it, and the way to convene and hold its meetings. The regulation of Operation of the Audit Committee is posted on the Company's website Regulation of Operation of the Audit Committee Gr. Sarantis S.A..

The Committee met a total of 8 times during the year independently and 4 times its members participated as a whole in meetings of the Board of Directors, in addition the chairman of the Audit Committee participated in 7 meetings with members of the Company's Financial Department, the Auditors as well as representatives of Management for various updates that mainly concerned the developments in Ukraine and the effects on the Group's subsidiaries operating in the war zones. In the aforementioned table, the participation rates of its members are presented. A detailed description of the work of the Committee is presented in the annual report of its activities which is included in the annual Ordinary General Assembly and is posted on the company website. The topics that occupied her in brief are as follows:

Regarding the obligation to supervise the **external audit and the financial reporting process,** the Audit Committee, among others:
Received the timeline for the preparation of the financial information from the management as well as for the significant judgments, assumptions and estimates in the preparation of the financial statements. It examined the independence of the Certified Public Accountants and found that they do not receive fees from the Company and its subsidiaries for non-audit services. During the meetings with the certified public accountant of Gr. Sarantis ABEE, he was informed about the annual mandatory audit program, carried out an evaluation of the program and made sure that the most important audit fields have been included in it, in relation to the main business and financial risks of the Group. Considered the materiality level chosen by the CPA as well as the sampling methodology used. He received the supplementary report with the results of the mandatory audit and informed the Board of Directors accordingly. He was informed about the process and software for consolidating the Group's financial statements. He examined, before their approval by the Board of Directors, the financial statements (corporate and consolidated) and taking into account the content of the supplementary report of the Statutory Auditor, he positively evaluated their completeness and consistency and informed the Board of Directors.

With reference to the supervision of the **internal audit, regulatory compliance and risk management unit**, the Audit Committee, among others:
Evaluated the adequacy and effectiveness of the Internal Control System, taking into account the content of the Internal Control Unit's audit reports. Assess the adequacy and effectiveness of the Risk Management System. Assess the adequacy and effectiveness of the Regulatory Compliance System. He was informed about the risk assessment methodology and the process of developing the control plan, which takes into account both the issues of compliance with Law 4706/20 and the structure of the company's internal control system in relation to the methodology of the three lines of the IIA, as well as the obligations of internal auditors from international internal control standards. He was informed about the application of the Group's Code of Conduct and the Report and Complaint Management Policy. Evaluated advisory support proposals from consulting firms to the Regulatory Compliance and Risk Assessment and Management Units. It approved the annual audit program of the Internal Audit Unit, evaluating its formation process. He confirmed that the 2022 annual audit program was drawn up based on the main risks (financial information, operational, regulatory compliance, financial) faced by the Group's companies. Monitored the implementation of the annual audit plan and evaluated the effectiveness of the Internal Audit Unit, through the quarterly reports of the Head of the Unit. Monitored the progress and effectiveness of the audit work, evaluating, through the quarterly reports, the findings identified, the corrective actions agreed to deal with the findings as well as the course of their implementation. He was informed about the training plan of the Internal Audit Unit executives. He was informed about the progress of the evaluation of the internal control system. Learned about compliance control issues related to personal data protection issues as well as the company's assurance system.

Particularly regarding the non-corrective event of the war between Ukraine and Russia and its impact on the Group's subsidiaries in Ukraine and Russia, the Audit Committee:
Requested and received briefing by the Board of Directors regarding the assessment of risks and any potential examination of alternative scenarios to handle the situation. Together with the Management and the Auditors, it examined the likelihood of the non-going concern of the subsidiaries in Ukraine and Russia and any impact on the activity of the Company and the Group. It requested and received briefing by the Board of Directors regarding the possibility to complete the audit of the subsidiaries in Ukraine and Russia for the fiscal year 2021 and ascertained that they have been completed in time. Because of the criticality of the situation, it was agreed, at the Management's initiative, that the briefing by the Deputy CEO and Chief Financial Officer of the Group should be provided to the Chairman of the Audit Committee, the Certified Auditors and the Head of the Internal Audit on a weekly basis until the announcement of the results of the fiscal year 2021.

Regarding the **Sustainable Development Policy,** the Audit Committee received the Sustainable Development Policy approved by the Board of Directors. It ascertained the structure of the Policy and the commitments of the organization. It ascertained that the business practices adopted by the organization are designed in order to add value both in the short-term and in the long-term, thus maximizing the positive effects, such as creation of employment, improvement of consumers' health and well-being, by minimizing the negative effects, such as greenhouse gas emissions or the use of plastics.

The **Sustainable Development Policy** of the organization is based on:

- The compliance with the applicable legislation
- The contribution in the Sustainable Development Goals of the United Nations
- The Precautionary Principle, as formulated by the UN pursuant to the Principle 15 of 'The Rio Declaration on Environment and Development (Precautionary Principle or approach - Principle 15 of 'The Rio Declaration on Environment and Development).
- The principle of materiality, as defined by the GRI Standards, through which the Group is committed to prioritizing, at least every two years, the most significant financial, social and environmental effects it generates
- The Principles of the United Nations Global Compact

The Sustainable Development Policy covers the following financial, social and environmental aspects of the Organization's effects, which result from the compliance with the Principles of the Policy and which are reviewed at least on a two-year basis, in the context of the analysis of the materiality of sustainable development issues of the Sarantis Group:

(i) Sustainable production and consumption:
- Safeguarding of the quality of the products and the safety of the consumers
- Responsible marketing and product environmental/social labelling
- Safeguarding of the sustainable and circular supply of raw and packaging materials
- Minimisation of packaging and adoption of circular practices in the waste management
- Improvement of energy efficiency, use of renewable resources and reduction of greenhouse gas emissions in the production and distribution.
- Investment in Research and Development for innovative and sustainable products
- Assessment of the suppliers for environmental and social effects
- Improvement of the efficiency of water usage, waste process and the circularity in the production
- Support of the responsible consumption and the sustainable lifestyle

(ii) Responsible governance
- Safeguarding of strong financial performance.
- Safeguarding of corporate governance, regulatory compliance and business ethics.

(iii) Empowered employees
- Creation of employment and investment in employees' training
- Safeguarding of all employees' health, safety and well-being
- Provision of equal opportunities, safeguarding of diversity and respect of Human Rights

(iv) Thriving Communities
- As an active part of the society in which it operates, the Group effectively supports the needs of local communities and implements relevant initiatives. The impact of the Group on the local and broader community is understood in depth and expressed through financial contributions, brand-based donations and many other initiatives aiming to increase the positive financial, social and environmental effects towards all stakeholders.

The company prepares, as it should, a non-financial statement in which it incorporates a reference to the ESG material issues, and which it includes in the management report. Moreover, it prepares a Sustainable Development Report based on the GRI Standards.

(b3) Nominations & Remuneration Committee: (Regulation of Operation, par.2.2.3.3) It is a three-member committee and consists of non-executive and independent members of the Board of Directors. The current committee consists of Dimitrios Reppas of Konstantinos (Chairman, Independent Vice-chairman of the BoD), Christos Economou of Ioannis (Member, Independent non-executive member of the BoD), Nikolaos Nomikos of Periklis (Member, Independent non-executive member of the BoD).
The Regulation of Operation of the Nominations & Remuneration Committee is posted on the corporate website: Regulation of Operation of the Nominations & Remuneration Committee of Gr. Sarantis S.A.

The Committee, within the framework of its competences, supervises the application of the Suitability Policy which is posted on the corporate website: Suitability Policy of BoD Members of Gr. Sarantis S.A. Pursuant to it, the members of the Board of Directors are judged whether they are suitable or not both individually and collectively in the bodies they participate. In particular, each member of the Board of Directors is judged based on the adequacy of his/her knowledge and skills, and the appropriate character requirements; he/she also is assessed based on the **Conflict of Interests Policy** to safeguard the independence of judgement. Moreover, features such as the impartial attitude, strength, ability to document and formulate the right questions, ability for critical thinking and resistance to group-thinking, as well as the adequacy of time are also examined. Regarding the collective suitability, the Board of Directors is examined as the body which should have the ability to examine issues related to the business activity and the related risks, issues of strategic planning, understanding and supervision of financial reports, understanding of regulatory and legislative issues, corporate governance issues, identification and management of risks, application of safe, reliable and effective technological solutions, and issues related to the Diversity Policy.

The Committee met within the 2022 financial year four times in which there was a quorum. At its meetings, it examined the declarations of independence of the independent members, based on the Declaration of Independence Procedure approved by the Board of Directors on July 14, 2021, and established their independence, assessed the suitability of a candidate for a member of the Board of Directors to replace a resigned one, assessed the suitability of proposed members of the Audit Committee, as well as reviewed and approved the remuneration report of the previous year where it was submitted for voting and included in the minutes of the 2022 AGM.

The remuneration of the BoD members is determined based on the Remuneration Policy which is posted on the corporate website: Renumeration Policy of Sarantis S.A.

The Remuneration Report of the year 1/1 - 31/12/2022 is made available to the Nomination & Remuneration Committee, and is expected to be available within May 2023 in the corporate website:
https://sarantisgroup.com/investor-relations/shareholders/general-meetings/

The Commission proceeded to:
- the annual examination of the fulfillment of the independence conditions of the non-executive – independent members of the Board of Directors and ascertained the compliance of the independent members with them,
- the annual suitability assessment of the Board of Directors and its Committees as bodies as well as the individual suitability of its members based on the Suitability Policy it has introduced,
- the examination of declarations of non-conflict of interest, based on the policy of preventing and dealing with situations of conflict of interest of the members of the Board of Directors.
The results of these works were communicated to the Board of Directors and the auditors (BDO).

The following table presents the shares held by the members of the Board of Directors and the Executives as at 31/12/2022.

Full Name	Capacity	Shares
Grigoris Sarantis	Chairman	13,160,674
Dimitris Reppas	Independent Vice-chairman	-
Kyriakos Sarantis	Chief Executive Officer	15,135,639
Aikaterini Saranti	Non-executive member	7,340,201
Konstantinos Rozakeas	CFO & Deputy CEO	-
Konstantinos Stamatiou	Legal Councel	10
Ioannis Bouras	CCO & Deputy CEO	-
Evangelos Siarlis	CHRO	-
Christos Economou	Independent and non-executive member	-
Irene Nikiforaki	Independent and non-executive member	-
Nikolaos Nomikos	Independent and non-executive member	-
Anastasia-Stavroula Latsou	Finance Director GR. Sarantis S.A.	4,564
George Katsikogiannis	Group Supply Chain Manager	1,100
Krzysztof Kaminski	General Manager Sarantis Czech Republic	100

The organization has a **Diversity Policy,** the criteria of which are included in the Suitability Policy. The Diversity Policy and the **Code of Ethics,** which is posted on the corporate website: Code of Ethics of Gr. Sarantis S.A, set the specific principles as the foundation of the business model of the Organization. The commitments of the adequate representation per gender at least 25% on the total number of the members, and the non-exclusion due to the discrimination in terms of gender, race, colour, ethnic or social origin, religion or beliefs, property, birth, disability, age or sexual orientation are included in these principles. The current Board of Directors consists

of 11 members and 25% of them correspond to 2.75 persons. The rounding in this case is done to the lower number.
The following table presents a summary of data regarding the gender, the age and the education of the highest, higher and middle management level of the Group.

Levels	Positions	GENDER		EDUCATION			AGE		
31/12/2022		% Female	% Male	% THIRD LEVEL	% HIGHER (BSc)	% HIGHEST (MSc)	FROM	TO	AVERAGE
Highest	BOARD OF DIRECTORS	18,00%	82,00%		27,27%	72,73%	33	70	57
Higher	DIRECTORS & GM's	33,00%	68,00%		31,35%	68,65%	34	63	49
Middle	MANAGERS	50,00%	50,00%	13,20%	63,30%	23,50%	29	61	46

2.12.4 Internal Control System and risk management:

Internal Control System

The Internal Control System is defined by the entire procedures, methods and mechanisms, the application of which is responsibility of the board of directors, the directors of the management and in general the entire personnel of the Group based on their corresponding responsibilities, designed to provide a desirable assurance level regarding the achievement of the following targets:

- The effectiveness and efficiency of various operations (business cycles)
- The credibility of the reports
- The compliance with the law and rules in effect

The internal audit system of the Organization includes the total internal audit mechanisms and procedures, Policies, Regulations and Codes, including risk management, internal audit and regulatory compliance, which continuously covers all its activities and contributes to its safe and effective operation. The Organization applies the three lines model of internal audit of the Institute of Internal Auditors (the IIA) as updated in July 2020.

The Main Roles in this model are the following:

I. Regarding the management body (Board of Directors and Management Committee)

- It accepts accountability to the stakeholders for the supervision of the organization
- It cooperates with stakeholders, monitors their interests and transparently communicates issues regarding the achievement of the goals
- It develops a culture that promotes moral behavior and responsibility
- It creates structures and procedures of governance, including auxiliary committees, as appropriate
- It assigns responsibility and provides resources to the management in order to achieve the goals of the organization
- It determines the tolerance against risks and supervises the risk management
- It maintains the supervision of the compliance with the legal, regulatory and ethics framework
- It creates and monitors an independent, objective and capable internal audit operation

II. Regarding the Management

First-line roles (Sales, Production, Warehouse, Stock Distribution-Management, etc.)

- They lead and direct actions (including the management of risks identified during the implementation of the task), they provide resources in order to achieve the goals of the organization
- They maintain open communication with the management body and report planned, actual and expected results related to the goals of the organization and the estimated risks
- They create and maintain suitable structures and procedures (regulatory tools) for the management of operations and risks (including audit valves).
- They ensure the compliance with the legal, regulatory and ethics framework

Second-line roles (Control, planning and assurance units, for example: Business Control, Credit Control, Quality Control, IT Security, Data Protection, Supply Chain Optimization unit, Factory Planning, Group Planning, Supply

Planning, Group Procurement Financial Analyst, HR Organizational Development dpt, Group Product Development Departments, etc).

- They provide supplementary expertise, support, monitoring and evaluation related to the management of risks, including:
  - the development, implementation and continuous improvement of the risks management, the practices (including internal audit valves), at the procedure level, and systems, at business entities level
  - the achievement of goals, the management of risks, such as: the best possible effectiveness and efficiency of the organization, the compliance with the laws, regulations, the Code of Ethics, the internal audit, the safety of the corporate information and the integrity of the information systems, the sustainability and quality assurance
- They provide analysis and reports regarding the adequacy and efficiency of the risks management (including the security valves of the internal audit system).

III. Internal audit

- It has the primary responsibility towards the management body and independence from the responsibilities of the management
- It provides independent and objective assurance and advice to the management and the managers regarding the adequacy and effectiveness of the governance and the risk management (including the applied internal audit systems) to support the achievement of the organizational goals and to promote and support continuous improvement
- It reports effects (weakening) on the independence and objectivity to the management body and applies assurance methods, as appropriate.

IV. External assurance providers

- They provide additional assurance so that:
  - the legislative and regulatory expectations for the protection of the interests of the stakeholders are met
  - the requests of the management and the management body regarding the additional assurance of the internal assurance systems of the organization are fulfilled

Relations between main roles

Between the management body and the management team (first and second line roles)

The management body set the direction of the organization by defining the vision, the mission, the values and the tolerance of the organization against risks. Afterwards, it transfers to the management team the responsibility to achieve the goals of the organization and provides the necessary resources. The management body receives reports from the management team containing the planned, actual and expected results, as well as reports regarding risks and their management.

Between the management team (first and second line roles) and the internal audit unit

The independence of the Internal Audit Unit from the management team ensures the performance of its work without obstacles or polarization, both during the planning and the performance of the work, by providing unlimited access to people, resources and information that the work requires. The Unit is accountable to the management body. However, independence does not entail isolation. There should be regular interaction between the Internal Audit Unit and the management team to ensure that the work of the internal audit is relevant and in line with the strategies and the operational needs of the organization. Through all its activities, the internal audit builds its knowledge and understanding for the organization and, through the provision of advice, contributes in the improvement of the organization management systems. There is a need for cooperation and communication with both the first and second line roles of the management teams and the Internal Audit Unit to ensure that there are not unnecessary repetitions, overlaps or gaps.

Between the Internal Audit Unit and the management body

The Internal Audit Unit reports to the management body. The management body has the responsibility to supervise the Internal Audit Unit:

- it appoints the Chief of the Internal Audit
- it ensures the independence of the Unit
- it ensures the operational report of the Chief of the Internal Audit to the Audit Committee
- it ensures the approval of the audit plan and the resources to implement it
- it ensures free access of the Chief of the Internal Audit to the management body through personal meetings without the presence of the chiefs of the management team.

Among all Roles
The management body, the management team and the Internal Audit Unit have distinct authorities; however, all operations should be in line with the goals of the organization. The basis for their successful coherence is the regular and effective coordination, cooperation and communication.
Key Components of the Internal Audit System

- Audit Environment, which is a set of structures, policies and procedures that provide the basis of an effective Internal Audit System;
- Risk Management, which includes a review of the risk identification and assessment, the Company's risk management and risk response procedures and the risk monitoring procedures;
- Audit Mechanisms & Safety valves, regarding the review of the audit mechanisms emphasizing on safety valves in terms of issues related to the conflict of interests, the separation of duties as well as the governance & security of the information systems;
- Information and Communication regarding the review of the entire financial and non-financial reporting process, including reports of the audit mechanisms, as well as the review of the procedures & channels of the Company's internal and external communication;
- Monitoring of the Internal Audit System, regarding the review of the Company's structures and mechanisms which are responsible for continuously assessing the data of the Internal Audit System and reporting findings to be corrected or improved. The operation of the Audit Committee, the Internal Audit Unit and the Regulatory Compliance and Risk Assessment Unit is reviewed by independent evaluator;
- The Audit Committee is responsible for monitoring the work of the independent evaluator, who is called upon at regular time periods to provide information on the course of his/her work, as well as any risks (delays, etc.) in order to be solved. The Audit Committee cooperates with the Internal Audit, Risk Management and Regulatory Compliance Unit as well as with other organizational units of the Company for the seamless and timely implementation of the work. The Company, through its Audit Committee, submits without delay to the Hellenic Capital Market Commission, and in any case within three (3) months from the reference date of the Evaluation Report, the summary of the Report and, if required, the whole of it.

Internal Audit: As part of the system, the Organization has an Internal Audit Unit which operates pursuant to the regulation.
Regulatory Compliance: As part of the system, the Organization has a Regulatory Compliance Unit which operates pursuant to the regulation.
Information Report System of the Group (Speak-up Policy): In the context of the Internal Audit System, the Company prioritizes its operation within a framework governed by the maximum level of ethics and professional conduct. In this framework, it has established a Report and Complaints Management Policy. The Policy determines the principles and the operation of the procedure adopted by the Company in order to receive, process and investigate anonymous and/or identified reports and complaints regarding unethical conduct, irregularities, omissions or other unlawful activities.
Risk Assessment and Management: As part of the Internal Audit System, the Organization has a Risk Assessment & Management Unit which operates pursuant to the regulation.
The methodology, based on which the risks of the fiscal year are assessed, takes into account both the risks of the operating environment, and those due to internal factors of operation. The assessment process includes the following steps:

- Identification of the risk;
- Description of the possible effect on the organization since its occurrence;
- Assessment of the likelihood for the risk to occur;
- Assessment of the possible effect on the organization;
- Determination of the organization's level of tolerance for the specific risk;
- Actions of the management to address the risk (based on the main approaches of avoidance, acceptance, mitigation and transfer). As mentioned in the paragraph regarding the committees, the Management Committee is the competent committee to manage business risks.

Depending on the nature, the effect and the probability of risks, relevant decisions are made, based on cost-benefit estimates.
The Board of Directors, with the support of the Management Committee, reviews regularly (and, in any case, at intervals not exceeding one year) the business risks and adjusts the corporate strategy and the Internal Audit System accordingly.
The main risks that the group faces are mentioned in the report of the Board of Directors to the General Assembly and in details in the Annual Financial Statements. In particular
The identified risks as well as the risk management framework are presented in chapter 2.4 of the annual financial report.

The Company has introduced an Internal Control System (ICS) Assessment Policy, the subject of which is the adequacy of the internal control system, which includes all internal control mechanisms and procedures, including risk management, internal control and regulatory compliance, covering on an ongoing basis every activity of the Company and the most important subsidiaries and contributes to their safe and efficient operation. The evaluation of the ICS is part of the overall evaluation of the Company's corporate governance system, in accordance with paragraph 1 of article 4 of Law 4706/2020. The scope of the evaluation includes all the organizational units of the Company and its significant subsidiaries, as determined by the Board of Directors and referred to in the Operating Regulations. The evaluation of the internal control system includes the overview of the Control Environment, Risk Management, Control Mechanisms (Safeguards), Information and Communication System and monitoring methods.

Periodic Evaluation of the Internal Control System (ICS).

The Company, in accordance with the decision 1/891/30.09.2020 of the Capital Market Commission and the specializations of article 14 (par. 3 and 4) of Law 4706/2020 as they apply, as well as the Internal Control System Evaluation Policy, proceeded in the process of evaluating auditing companies with the purpose of assigning the task of evaluating the ICS. Based on this, the Board of Directors commissioned "BDO Certified Auditors S.A." (BDO) the work of evaluating the Internal Control System (ICS) with a reference date of 31.12.2022.

BDO has confirmed its independence in accordance with the Code of Conduct for Professional Auditors of the Board of International Standards of Conduct for Auditors as incorporated into Greek Legislation, as well as the requirements of EU Regulation 537/2014 and Law 4449/2017.

Mrs. K. Kalogeropoulou, Certified Auditor Accountant with AM/SOEL 36121, was appointed as the Independent Assessor.

BDO carried out the evaluation work based on Law 4706/2020 and the specializations of Article 14 (par. 3 and 4), of Decision 1/891/30.09.2020 of the EC Board of Directors and in accordance with the International Standard of Assurance Work 3000.

The purpose of the project was to evaluate the adequacy and effectiveness of the Company's ICS and its significant subsidiaries with a reference date of 31/12/2022.

The evaluators collected appropriate and sufficient evidence in order to form an opinion which is included in the Evaluation Report of 24/3/2023. Their opinion is summarized as follows:

"Based on our work, as well as the evidence obtained, regarding the assessment of the adequacy and effectiveness of the ICS of the Company and its significant subsidiaries, with a reference date of December 31, 2022, nothing has come to our attention that could be considered as a material weakness of the Company's ICS and its significant subsidiaries, in accordance with the Regulatory Framework.".

Description of deviations from the special practices of the Hellenic Corporate Governance Code and justification.

- Special Practice 1.17. At the beginning of each calendar year, the Board of Directors adopts a **calendar of meetings** and an annual action plan, which is revised according to the developments and needs of the company, in order to ensure the correct, complete and timely fulfilment of its tasks, as well as the examination of all matters on which it takes decisions.

  The above special practice was not followed for all the meetings during the year 2022, as the cases of the meetings whose period was predictable were the regular quarterly updates of the Internal Audit Officer, the updates of the Regulatory Compliance Officer and the invitation of the Regular General Assembly .

- Special Practice 2.4.13. The **maturity of the preemptive rights** is defined for a period not less than three (3) years from the date of their granting to the executive members of the Board of Directors.

  The preemptive rights plan does not provide for the maturity of the preemptive rights in the period defined by the special practice.

- Special Practice 2.4.14. The contracts of the executive members of the Board of Directors provide that the Board of Directors may require the **refund of all or part of the bonus** awarded, due to breach of contractual terms or incorrect financial statements of previous fiscal years or generally based on incorrect financial data, used for the calculation of this bonus.

The above special practice is not followed.

- Special Practice 3.3.12 The Board of Directors, under the guidance of the nomination committee, shall ensure the **annual evaluation** of the performance of the Chief Executive Officer. The results of the evaluation shall be communicated to the Chief Executive Officer and taken into account in determining his/her variable remuneration.

- Special Practice 3.3.15 The results of the evaluation of the Board of Directors are communicated and discussed by the Board of Directors and are taken into account in its works on the composition, the plan for the inclusion of new members, the development of programs and other relevant issues of the Board of Directors. Following the evaluation, the Board of Directors takes measures to address the identified weaknesses.

  Regarding the two aforementioned practices, the company has developed an ASSESSMENT AND SUPERVISION PROCEDURE FOR THE MEMBERS OF THE BOARD OF DIRECTORS AND ITS COMMITTEES. Based on this, the Board of Directors regularly assesses the effectiveness of the same as a collective body and the contribution of its members, as well as the effectiveness of its Committees. In this context, the Nominations and Remuneration Committee assesses the structure, the composition, the size and the performance of the members of the Board of Directors and the Committees of the Company, as well as the skills, the knowledge and the experience of the members of the Board of Directors and the Committees of the Company and submits relevant proposals to the Company's Board of Directors. The Nominations and Remuneration Committee is chaired by the Independent Vice-chairman. This assessment was completed within 2023 and the results where communicated to the Board of Directors and the Auditors.

2.13 NON-FINANCIAL STATEMENT

The current non-financial statement has been prepared in accordance with a. 151 of Law 4548/2018 and it provides information on the Company's policies and performance in relation to environmental, social and labor issues, respect for human rights, anti-corruption and anti-bribery issues. It also takes into consideration the GRI standards and the ATHEX ESG reporting guidelines.

Additional and more elaborative information on these issues, will also be available in the Sarantis Group 2022 Sustainability Report, which is currently being prepared in accordance with the Global Reporting Initiative Standards, and will be available within 2023.

<u>Short Description of the Business Model</u>

Headquartered in Athens and boasting a history of over 50 years, Sarantis Group, is a multinational consumer products company, having dominant presence in Eastern Europe through own subsidiaries and strong export activity worldwide.

Throughout our history, we have been offering high quality consumer products that people trust in their everyday lives, always taking into consideration consumers' needs and our socio-environmental impact. From Personal Care to Health Care, as well as everyday Home Care Products and Luxury Cosmetics, we offer a wide range of products with high brand awareness.

The Group's companies are located in 13 countries within Europe, and in particular, in Greece, Poland, Romania, Bulgaria, Serbia, Czech Republic, Slovakia, North Macedonia, Hungary, Bosnia & Herzegovina, Portugal, Slovenia and Ukraine, while at the same time, the Group maintains a powerful distribution network that exports to more than 50 countries in Europe, Asia, Africa and Oceania.

Sarantis Group is a long-standing reputable company built on excellence, trust, humbleness and ownership resilience, entrepreneurship, agility and trust, committed to bringing sustainable growth and achieving a positive impact on people's everyday lives.

The Group consists of a team of passionate and dedicated people we are proud of, who are committed to maximize company's heritage.

The Group is always nearby to its stakeholders, as an indispensable partner, working with them, creating value through the unique impact of our brands and our operational excellence.

Embracing local communities where the Group operates in and empowering them through initiatives that help build a better today while caring for tomorrow.

The Group's purpose is to uplift the mood of consumers, with beautiful simplicity that makes everyday life better, by being always nearby, working closely with our stakeholders to create value sustainably.

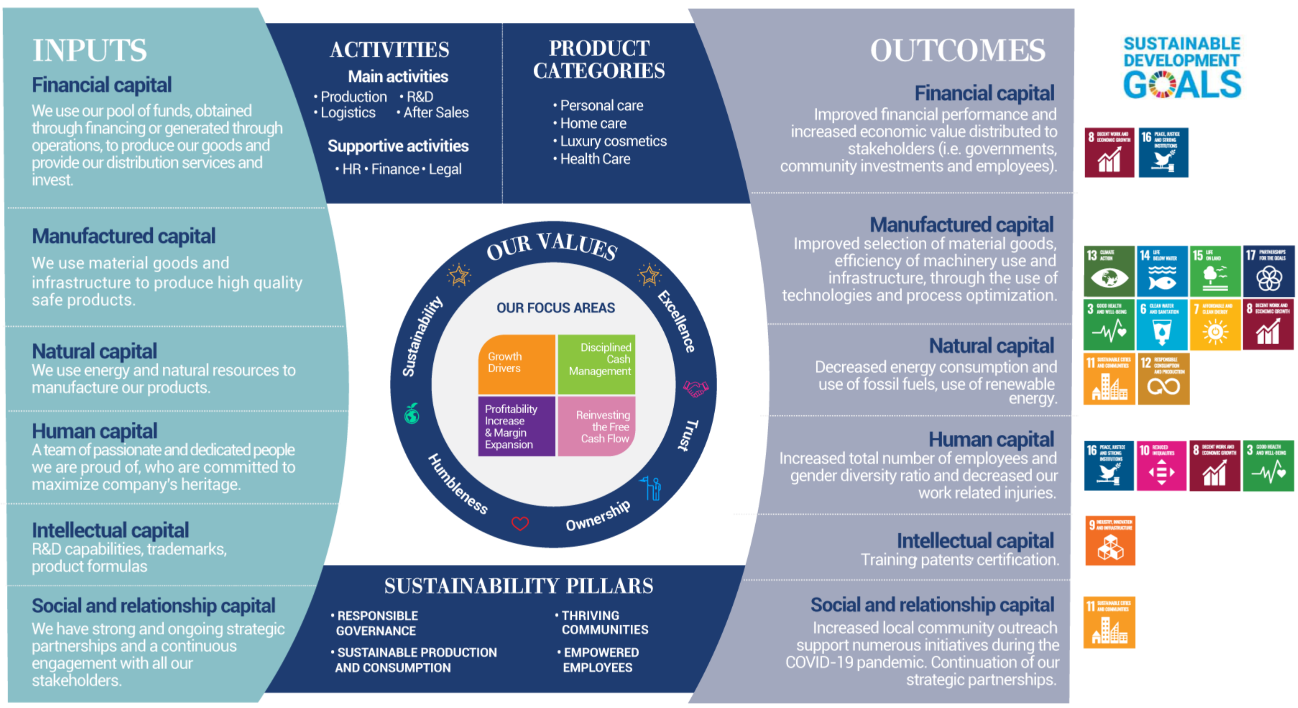
The Group follows and invests on a clear strategy that is shaped throughout its successful history and creates sustainable profitable growth and value for all stakeholders, (Shareholders, Banks & Financial Institutions, Customers, Consumers, Employees, Suppliers and Partners, Business Community, Society – Communities, State Authorities, Regulatory Authorities), within a highly competitive and dynamic international business environment.

The Group's strategic priorities are focused on further growing our Home Care, Personal Care and Beauty business in Central and Eastern Europe (CEE) as well as in the Commonwealth of Independent States (CIS) territory, reaching and impacting more consumers with everyday aspirational product propositions through our sustainable business practices and ethics.

The business model that supports and ensures the implementation of the Group's strategic objectives is as follows:

- Focus on maintaining dynamic sales growth both on an organic basis and through acquisitions, combined with new strategic international brand distribution agreements, as well as the geographical expansion of the Group.
- Focus on cost optimization, economies of scale and the exploitation of synergies.
- Efficient liquidity management.
- Reinvestment of net cash flows to further enhance the operation and financing of development projects.

Our Business Model Infographic



In fulfilling the Group's mission, we are guided by our values. Our core values are: Excellence, Trust, Humbleness, Ownership, Sustainability. They are the foundation of our business model and, together with our solid financial performance, create the basis of our successful future development.

Our values define how we do business with our colleagues, partners, customers and consumers, while giving purpose to our daily work life.

"We are a Team with ETHOS"

Ethos comes from the Greek word "Ηθος" and shows a set of beliefs and ideas about the social behavior and relationships of a person or a group. **ETHOS** inspires constantly our moral culture. It's the path we have chosen to follow faithfully all these years.

Excellence: We strive for continuous improvement. We are restless to deliver top quality solutions to all our stakeholders and create value for them. Our results-driven performance – oriented culture empowers people to reach their full potential and achieve continuous growth

Trust: We are reliable partners**.** We build relationships that are in the interests of all involved. We always act and communicate with integrity and transparency. We follow through our promises and we deliver on them.

Humbleness: We dare to review our actions against the language of pride. We are willing to learn from each other and from failures as well as successes. We are confident and proud of our heritage, but we never assume that we are at the top of the game.

Ownership: We have owner's mentality. We think, decide and act like each of us owns the business. We understand that everything happens with a collective effort and we thus treat each other with respect and empathy. We lead with drive, passion and commitment to achieve success.

Sustainability: We conduct our business in a socially responsible and ethical manner providing long lasting value to our stakeholders. We respect diversity, human rights and the communities where we operate in.

Sustainable Development Strategy[1]

We recognize that our operations have direct and indirect economic, social and environmental impacts on our stakeholders, including consumers, employees, investors, customers, partners and local communities in which we operate around the world.

We fully understand the importance of our contribution to sustainable development, we are committed to responsible management of these impacts throughout our value chain, from the production of the raw materials we procure to the use and disposal of our products by consumers.

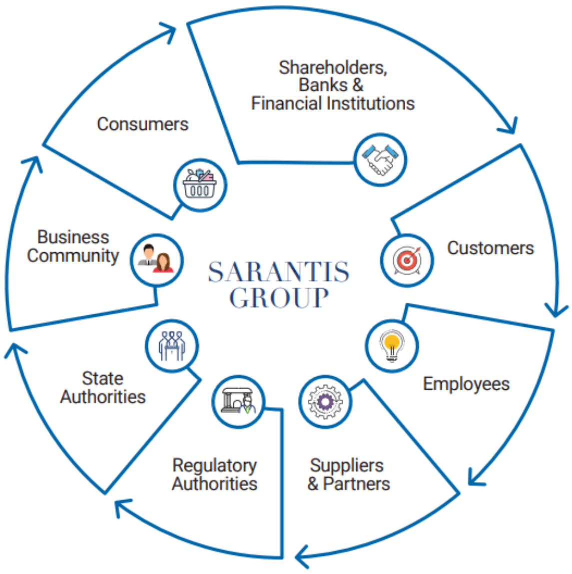
For us, responding to the economic, social and environmental needs and expectations of our stakeholders, but also contributing to addressing the respective challenges of the wider society, especially on issues related to our sector, is not only a moral obligation but also a business incentive as we seek to maintain the optimum balance of our economic performance with responsible environmental and social practices.

Our business practices are designed to create value both in the short and long term, maximizing positive effects, such as creating employment and improving the health and well-being of consumers, and minimizing negative impacts, such as greenhouse gas emissions or the use of plastic.

The Group's sustainable development strategy, takes into account our stakeholders, all those who are affected by us and who affect us, in all countries of activity.

The following table includes our identified main stakeholder categories, their issues of interest, as well as the basic engagement types and their frequency .[2]

[1] ATHEX C-G4
[2] ATHEX C-S1



Materiality analysis[3]

The Company, adopting the methodology of the new GRI 2021 standards, proceeded to identify, evaluate and prioritize the impacts that its activity creates or may create on the environment, people, including their human rights, and the economy. Through the prioritization of the material issues, the material issues of sustainable development for the company were determined. The materiality analysis for the reference period 2022 followed the following stages:

1. Understanding the context of business operation

- **Overview of the business model and the external environment:**

Understanding the business model and business relationships through document review and available related material.

Understanding of the sustainable development framework through the overview of sustainable development industry standards (e.g. GRI, SASB, etc.), industry studies and industry criteria of ESG rating agencies (e.g. MSCI, FitchRatings, etc.).

- **Stakeholder mapping:**

Identification of the main stakeholder groups affected by the company's business activities.

2. Identification of impacts

Identification and recognition of positive and negative (actual and potential) impacts on the environment, people, including their human rights, and the economy, as they arise from the company's operation and business relationships.

3. I**mpact assessment**

- **Conducting stakeholder engagement survey:**

Evaluation of the positive and negative, actual and potential impacts on the environment, people and the economy, with the participation of stakeholders, taking into account the following evaluation criteria:

For the positive effects (actual and potential):

[3] ATHEX C-G3

• the size (scale),

• the scope and

• the likelihood of them occurring (likelihood), in the case of positive potential effects

For negative effects (existing and potential):

• the size (scale),

• the scope

• the possibility of repair/severity (irremediable character) and

• the probability of their occurrence (likelihood), in the case of negative potential effects

4. Hierarchy of impacts

• **Mapping impacts to sustainable development issues**

Review of the survey results, ranking of impacts in order of importance and clustering of impacts in sustainable development topics, and

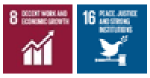
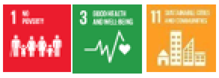
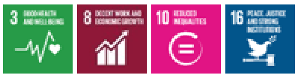
• **Definition of materiality threshold**

Determination of the materiality threshold, based on which the material topics of sustainable development were characterized.

Validation of the list of material topics by the top management of GR. SARANTIS S.A.

More information on the Materiality Analysis will be available in the Group's Sustainability Report (2022).

The Group's sustainable development strategy is based on the following ESG pillars:

Responsible Governance	Sustainable Production and Consumption	Thriving Communities	Empowered Employees
We are committed to safeguarding a robust corporate governance, including roles and responsibilities for monitoring our sustainability impacts, our regulatory compliance and business ethics. Through our responsible governance structure, we maintain our ability to create economic impacts to our stakeholders, thus contributing to economic growth in our countries of operations, while safeguarding transparency.	We are committed to assessing and managing the environmental and social impacts of our products throughout their lifecycle, in order to ensure sustainable production in our own activities, as well as in those of our partners and suppliers, and to support responsible consumption practices in our value chain. To this end, we emphasize our efforts in reducing our carbon footprint, increase circularity in waste management, enhance our sustainable sourcing practices, while ensuring innovation, product quality and customer safety.	We are committed to building community relations in all countries of operations, creating socioeconomic impacts for our stakeholders through employment opportunities, payments to local suppliers etc., and responding to established and emerging societal needs.	We are committed to safeguarding occupational health, safety and wellbeing of our employees, investing in training for developing our human capital, and safeguarding diversity, equal opportunities and human rights.
SDGs	SDGs	SDGs	SDGs
			

I. **Principal non-financial risks and their management**

Risk Management System

Risk Assessment and Management is part of the Internal Audit System (paragraph 2.12.4). The Group has a Risk Assessment & Management Unit that operates according to regulations.

The methodology on which the risk assessment of the year is based takes into account both the risks of the operating environment and those due to endogenous operating factors. The evaluation process involves the following steps:

- Risk identification
- Description of the possible effect on the operation since its occurrence
- Assessment of the possibility of the risk
- Assessment of the possible impact on the operation
- Determining the Group's level of tolerance for the specific risk
- Management actions to address the risk (based on the main approaches of avoidance, acceptance, mitigation and transfer). The Executive Management Committee is the committee responsible for managing business risks.

Depending on the nature, impact and likelihood of the risks arising, relevant decisions are made, based on cost-benefit estimates.

The Board of Directors, with the support of the executive Management Committee, reviews the business risks at regular intervals (at least annually) and adjusts the corporate strategy and the Internal Audit System accordingly.

The main risks faced by the group are reported in the report of the Board of Directors addressed to the General Shareholders Meeting and in more detail in the Annual Financial Statements. The description of the main risks identified by the management is presented in Chapter 2.4 of the Annual Financial Report.

In addition to the financial risks described in the Annual Financial Report, the Group takes into consideration environmental (i.e. exposure to waste management and packaging material regulations, carbon footprint of our supply chain and potential implications, environmental impacts of the raw materials used in our products, etc.) and social (i.e. recalls, supply and sourcing risks, compliance with responsible marketing practices, etc.) risks that need to be managed. Environmental and social risks can have financial, legal and reputational impacts that threaten the Group's operations. As the Group operates in a sector that is heavily depended on raw materials and their extraction processes as well as the effects of products to our consumers, managing these risks is an integral part of our management procedure.

The Management has supported the development of a new risk assessment methodology based on which the annual risk assessment will be carried out starting from the year 2022.

The Management has compiled and uses, as a general framework of rules and operations for the Group, the Internal Regulation of Operations, the Corporate Governance Code and the Code of Business Conduct[4]. The Internal Regulation of Operations and the Code of Business Conduct are posted in the corporate website: https://www.sarantisgroup.com/investor-relations/corporate-governance/corporate-governance/.

[4] ATHEX C-G5

II. Environmental policies

The Group's commitment to safeguarding the environment is expressed through its environmental policy that incorporates the protection of the environment and halting climate change in the company strategy and culture.

Reaching a difficult crossroad regarding the planet's environmental challenges, it is crystal clear that our planet is at stake. We take steps to conserve natural resources by mitigating the Group's environmental footprint to contribute to change. This is a pivotal part of our responsibility to the world, and we embrace it by caring and enhancing sustainable production throughout our operational journey.

In the area of production, adopting sustainable development practices is a key component of our strategy within the supply chain. The efficient use of energy and natural resources, the use of renewable energy resources, the mitigation of waste production and their rational management, the manufacturing of more environmentally friendly products have been and still remain our commitments vis-à-vis the environmental challenges.

As far as responsible consumption is concerned, we are committed in promoting a more sustainable way of life to our consumers by supporting an ecological perspective in the usage of our products, while embracing recycling, responsible use of our products with respect to the environment, proper waste segregation and reusage of their packaging.

Ensuring product quality and customer safety

Product quality and safety is one of the Group's top priorities as we strive to the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations. Quality is the foundation behind our product development process and is the factor that builds trust with consumers and drives strong brand awareness and performance. There is a continuous flow of new innovative ideas and techniques presenting an improved environmental and social footprint, having quality as a guiding principle.

Our focus is to provide the best possible ingredients, formulation, and performance in all Group's products. From careful sourcing to impeccable packaging, every step in the production process is carefully preselected, embracing quality as our pivotal commitment all along our operational journey.

The Group is constantly keeping abreast with the developments mainly around the European Union and worldwide, by following the positions and attitudes of opinion delivery organizations (IFRA, SCCS, etc.) and/or of collective bodies (Polish Association of Cosmetic and Detergent Industry, Romanian Union of Cosmetics and Detergents Manufacturers etc.).

The aim is to be in full and immediate compliance with the legal framework, regarding products, in the countries where the Group operates. The Group is in a position to respond to consumers' concerns and questions, offering documented information over the phone or in writing.

Moreover, the Group has implemented a vendor management process, in order to assess its suppliers through quality and social compliance criteria, further ensuring quality to the final product produces.

Our commitments regarding product quality and consumer safety are:

- Further improving our brands' sustainable footprint across their lifecycle.
- Maintaining the highest level of quality and safety criteria during our production processes, following all relevant local and European regulations.

Additionally, we are following strict internal quality control and quality assurance procedures in all our productions plants (Ergopack, Polipak, Poland, Inofyta). These procedures are an integral part of the Group's approach towards Quality. That way we are able to mitigate the impacts of any possible faulty product reaching the consumer as all finished products are checked thoroughly, while we monitor closely the whole production process aiming for excellence.

Our products go through rigorous safety and quality gateways throughout design and manufacturing. This makes sure they consistently meet our safety and quality standards. We also spend a lot of time making information and labelling simple and accessible in every language needed. We set out to create and improve products based on what our consumers tell us. This is how we make sure our products exceed consumers' expectations but also remain safe.

If a product that doesn't meet our criteria reaches our customers, the respective recall/withdrawal processes within the Group are well structured. Such processes and procedures are followed in Greece, Ukraine, Romania, and Poland (in both plants) according to ISO standards. Moreover, at the same facilities, once a year a simulated trial recall is carried out to check the effectiveness of our employees' actions under such conditions/cases.

We also follow a "Monthly Quality Report" (MQR) process. This Quality Report is edited on a monthly basis and follows a common international format that boosts interoperability among countries with production facilities (Greece, Poland and Ukraine) within the Group.

The MQR concerns the following aspects:

- Consumer complaints (statistically processed).
- Withdrawals and Recalls and recall exercises applied within a yearly basis.
- Quality in Manufacturing (re-inspected / reworked / rejected items and critical incidents during production process).Internal audit reports (int. audit findings classified as critical, major, minor and int. audit score).
- Quality of Suppliers (number of non-conformities, percentages of rejected materials etc.).

Additionally, a new report, the Monthly Quality Report at each operating unit (MQR@eachOU), has been implemented by the Group Quality department, in order to provide quality data to the local commercial teams in Greece, Poland, Ukraine, Romania, Serbia, Czech Republic and Slovakia.

The MQR@eachOU concerns the following aspects:

- Consumer satisfaction.
- Risk Management
- Sustainability

Organizational Culture improvementIn addition to maintaining the highest Quality Standards, we are also moving towards an Integrated Management System that will replace the traditional Quality Management System through the implementation of a SHEQ approach (Safety & Health / Environment / Quality). A wide round of investments in Systems for Environmental Management and Occupational Health & Safety Management was completed within 2022, underlining our commitment to offer high quality products, while adopting socially responsible practices and environmentally friendly methods.

In particular, the Group received a certification according to the international standard ISO 45001:2018 Occupational Health & Safety Management at its three production facilities in Greece and Poland, as well as ISO 14001: 2015 certification for Environmental Management at its two production facilities in Poland, while it aims to obtain the corresponding certification in Greece by June 2023. The Group follows an Integrated Management System approach at its production plant in Ukraine too, implementing Standards on Quality Management, Environmental Management and Occupational Health & Safety Management.

These investments are part of the wider strategy followed by the Group in the context of upgrading its operation and modernizing its production with the aim of increasing efficiency and optimizing costs, focusing at the same time on a more environmentally and energy efficient operation having the safety, health and wellness of its employees as a key priority.

With the aim to maintain the highest level of quality and safety throughout our processes behind our brands, we implement the management systems shown below. Within 2022, Polipak, a Group's subsidiary in Poland, obtained the BRC for Consumer Products, expanding further our certificates list.

International Standard	International Standard Implementation Department	Scope of Certification
FSSC 22000 Food Safety System Certification [for Packaging Materials]	GR. SARANTIS SA HOUSEHOLD PRODUCTION	▪ Production (winding) & packaging of aluminium foil, cling-films and repacking of one-use plastic food packaging products.
ISO 9001 Quality Management Systems-Requirements	GR. SARANTIS SA HOUSEHOLD PRODUCTION	▪ Production and Packaging of Aluminum Foil, Plastic Films, Plastic Food Containers for multiple uses and related Food Packaging Products and Household – Garbage Bags for Household and

		Industrial Use.
ISO 22716 Cosmetics-Good Manufacturing Practices (GMP)-Guidelines on Good Manufacturing Practices	GR. SARANTIS SA COSMETICS PRODUCTION	▪ Production and Packaging of Sun Care Products, Hair Care Products, Skin Care Products, Perfumery Products and Depilatory Products.
ISO 9001 Quality Management Systems-Requirements	GR. SARANTIS SA DISTRIBUTION CENTER / HEALTH & CARE DPT	▪ Trade and Distribution of Medical Devices for Self Care, Diagnostics and Disposables: Dressings and Wound Care, Thermometers, Devices for Venipuncture, Therapy Delivery Devices, Earplugs, Thermogel, Ice Spray and Nasal Spray. ▪ Trade and Distribution of IVD and self-test IVD
ISO 13485 Medical devices-Quality Management Systems-Requirements for regulatory purposes	GR. SARANTIS SA DISTRIBUTION CENTER / HEALTH & CARE DPT	
ISO 9001 Quality Management Systems-Requirements	SARANTIS ROMANIA SA	▪ Import and distribution of cosmetics and home care products.
ISO 13485 Medical devices-Quality Management Systems-Requirements for regulatory purposes	SARANTIS ROMANIA SA	▪ Import and distribution of medical devices - Mouth rinse device for prevention and/or treatment of tooth sensitivity and foot skin care products. Storage and distribution of products. Labeling and repackaging of products
BRC Consumer Products (Personal Care and Household)	SARANTIS POLAND HOUSEHOLD PRODUCTION	▪ Rewinding and packaging of aluminum foil, LDPE and PVC foil for food, baking paper, breakfast paper; packaging of baking sleeves and freezer bags; sealing and packaging of ice bags. Exclusions: commercial products including other food contact articles, cosmetics, household chemicals, household and cleaning accessories, personal hygiene accessories.
BRC Consumer Products (Personal Care and Household)	POLIPAK POLAND	▪ Manufacturing (extrusion, printing, cutting, welding) of garbage bags, specialist bags, bags in contact with food made of plastics (HDPE, LDPE, LLDPE, MDPE) packed in plastic film and paper wrap / box.
ISO 9001 Quality Management Systems-Requirements	POLIPAK POLAND	▪ Designing, Production and Sales of Foil Packaging
ISO 9001 Quality Management Systems-Requirements	SARANTIS HUNGARY	▪ Distributing of Household Products, Household Cleaning Products and Cosmetic Products
ISO 9001 Quality Management Systems-Requirements	ERGOPACK	▪ Development, Manufacture and Supply of Household Disposable Goods

Investing in R&D for innovative and sustainable products

The Group demonstrates its commitment to a constantly evolving research and development philosophy by investing behind specialized R&D departments in its production facilities based in Greece, Poland and Ukraine.

The Group is actively searching and investing in new production processes that will allow the increase of ingredients sourced from sustainable sources and adapt our formulas to have an improved environmental footprint (i.e. increase the percentage of natural ingredients, vegan friendly formulas, eco-balanced UV filters).

Sarantis Group engages in meaningful cooperation initiatives with reputable Academic Institutions in Europe which allows for independent product testing. Through these initiatives, we gain significant communications channels to knowledge centers through cooperation with well-known scientists. The products we develop in this way play an essential role in our ambition to have a positive impact on our field of expertise.

Our goal through these collaborations is the expansion of our knowledge base and the improvement of our formulations. Our R&D teams regularly attend International congresses, as well as professional exhibitions. Through our active memberships in major scientific European cosmetic organizations we are able to always be informed about breakthroughs, new Global Trends and current concepts.

The result of this effort is a continuous flow of new product development initiatives across our strategic portfolios of personal care and home care products that satisfy sustainability criteria.

Within our Home Care category:

- "Green Life" Garbage bags line using 90% - 100% of recycled plastic & FSC paper label packaging. The line supports brands such as Fino and Jan Niezbędny from 2020 until today.
- “Flex” garbage bags that derive from 100% of recycled plastic, enhancing a more environmental friendly profile, while the line has an eco-packaging of a paper wrap, removing plastic packaging bags. The specific line is supported by our brands Sanitas, Fino and Jan Niezbędny.
- Moreover, the Group is examining to reduce the thickness of its plastic bags.
- We have already reduced the thickness of the packaging of our food bags in Greece and we are working behind further reduction in the plastic used through further redesign of the products.
- An extensive Materials of concern list is monitored behind the Home Care products category too, going beyond regulation. Indicatively, we are working proactively behind the following projects:
    - Removing or replacing PVC from the packaging of Home Care items.
    - Lilial free perfumes in Home Care chemical products.
    - Replacing PVC cling film.
    - Concerning the wet wipes, replacing the polyester non-woven cloth with 100% viscose that is biodegradable and FSC certified.
- The investment behind Polipak’s new production facility and new R&D has been completed within 2022. The new, 24,000 square-meter, technologically advanced production plant is equipped with modernized machinery, upgraded R&D and implements automated production processes towards the production of more environmentally friendly products and increased energy efficiency. Our continuous R&D investments in Polipak resulted in the introduction of innovative bags, holding our patented TriplePak foil. These new garbage bags are characterized by high durability, better functionality & aesthetics, cost efficiency and better ecological profile (higher percentage of recycled raw materials).
- Polipak has been awarded, for its environmentally responsible practices, with the German Blue Angel ecolabel. More specifically, , Polipak, was distinguished for the high level of recycled plastic used in its products. Specifically, the Blue Angel ecolabel confirms Polipak’s capability to produce garbage bags that include at least 80% of recycled plastic, through production methods that limit the environmental pollutants.

Within our Personal Care category:

- Clinea, the new clean beauty brand, has a holistic approach for skincare. The clean formula concept is based on a commitment to offer natural, safe and effective products. The portfolio includes, various series – cleansing, moisturizing, anti – aging and serums that are formulated with a combination of natural ingredients and high performance active ingredients. Overall, the innovation pillars of the brand are focused on providing consumers with natural, safe and effective products that help to restore the skin’s balance and provide it with the nutrients it need, while also being mindful of the environment. This means that all products are free of parabens, sulfates, phthalates, silicones, mineral oils and synthetic dyes. The exclusive 4 balance boosters complex is a combination of natural active ingredients that help to restore the skin’s balance and provide it with the nutrients it needs. All raw materials have been sourced under a strict evaluation, to meet the sustainability development goals, the United Nations Department of Economic and Social Affairs (UNDESA). In addition, the sustainable packaging is made from recycled materials and the moisturizing pods are 100% recyclable.

- Within 2022, one of the most iconic and loved brands in the Polish market for more than 30 years, LUKSJA, was relaunched. Luksja products contain a high percentage of natural ingredients (more than 93%), and their formulas are vegan and readily biodegradable.
- Moreover, an ecoline was launched within 2022 in our suncare subcategory having a sustainability orientation in terms of packaging and formulas, supported by our trusted brands Carroten, Astrid, Kolastyna and Elmiplant. In particular, the new eco line contains advanced hypoallergenic formulas with a 4-level enhanced protection system, UVB + UVA + VL + IRA, which protect against premature aging and other damages of the skin. The sunscreen filters used in the products of the series are EcoSun Pass certified. Specifically, they have UV filters of Eco-balanced technology, selected based on 8 scientific criteria of optimal sustainability criteria with respect to human life and the aquatic environment. At the same time, the product's composition respects the aquatic environment since it does not contain UV filters such as Octinoxate, Oxybenzone & Octocrylene. Furthermore, their hypoallergenic composition is ideal for sensitive skin. All products are vegan and their fragrance does not contain allergens.
- Furthermore, within our skincare category, fully recyclable tissue masks, with 100% recyclable packaging and 100% biodegradable tissue fabric were launched within 2022.
- We follow our internal policy for materials used in personal care products which goes above and beyond regulation (Materials of Concern), and actively participating on lobbying regarding personal and beauty products (Polish Association of Cosmetic and Detergent Industry, Romanian Union of Cosmetics and Detergents Manufacturers).
- In the interest of preserving the highest quality and safety behind our products, it is a standard part of our production process to ask for information for all raw materials and certificates, including (and not limited to) RSPO, GMO free, Allergens, Vegan, CMR, Gluten free, Palm oil presence, Animal testing declaration, SVHC statement, REACH, biodegradability, Dioxines statement, Natural content, etc.
- Other R&D projects, relate to:
    - Substituting chemical ingredients with those which are naturally sourced.
    - Eliminating ozone depleting substances, used as propellants in products.
    - Further development behind reformulations for our suncare products, aiming to include more sustainable (biodegradable and natural derived) ingredients, always within the context of ensuring skin protection combined with the protection of the marine ecosystem.
    - Working towards eco conscious odor, we proactively work to launch new APDEO Formulae without MOC materials and in particular Cyclopentasiloxane.
    - Following the skin care category, we are working pro-actively towards free from microplastic ingredients within the body wash category.

Overall, the Group is committed to exploring the most updated technologies for safety and environmental protection, strictly following all relevant local and European regulations. We are also set on increasing the use of recycled packaging materials (plastic, glass, paper) as well as recyclable, reusable or compostable packaging materials.

Furthermore, the Group is continuously examining ways to increase the level of ingredients that are sustainably sourced, increase the percentage of natural ingredients and adapt our formulas to have an improved environmental footprint.

Safeguarding sustainable, and circular sourcing of raw and packaging materials

Internal communication and collaboration between departments in Sarantis Group is what enables us to constantly improve our performance statistics. The Procurement department is continuously examining ways, in collaboration with our internal R&D department, to reduce the amount of materials we use, while simultaneously increasing the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable, reusable or compostable.

We are working towards making our packaging have a wider life span, by using more recycled plastic as opposed to the use of virgin materials. We are working intensively towards innovating with recycled plastic (PCR) and with reusable packages that may help to reduce our total environmental footprint across our strategic product categories.
Throughout our operations, we choose to closely collaborate with top suppliers that have a proven ESG orientation, for the procurement of sustainably sourced materials. Collaborating with expert partners that actively support new trends and sustainable materials innovation is inspiring us and drives our ambitions towards a sustainable future.
It is a standard part of our production process to ask for information for all raw materials and certificates, including (and not limited to) RSPO, GMO free, Allergens, Vegan, CMR, Gluten free, Palm oil presence, Animal testing declaration, SVHC statement, REACH, biodegradability, Dioxines statement, Natural content, etc.

Vendor management is among our focus areas. This supports the management, evaluation and risk assessment of suppliers (finished products/ raw & packaging materials) in terms of Quality, Health & Safety, Environmental and Social Compliance.

In our near future, Group-wide commitments regarding sustainable, and circular sourcing of raw and packaging materials are focused to increasing capacity of recycled plastic sourced from both post-consumer and post-industrial plastic.
The Group is actively searching and investing in new production processes that will allow the increase of ingredients sourced from sustainable sources and adapt our formulas to have an improved environmental footprint (i.e. increase the percentage of natural ingredients, vegan friendly formulas, eco-balanced UV filters).

For instance, in our personal care category:

- Sarantis' new clean beauty brand, clinea transcends the fields of nature and science by choosing only the best elements of both. A unique clean formula concept, combining high performing active ingredients and powerful natural elements, an innovative 4 Balance Boosters Complex, safeguarding the four pillars of skin balance, and a sustainable packaging of recyclable materials & refillable jars, reinforce the Group's commitments behind using sustainable raw and packaging materials and reducing our environmental impact.
- Indulona Caring Liquid Soaps contain in their formula 97% *[5] biodegradable ingredients.
- Orzene's products contain high percentage of biodegradable ingredients, specifically its Shampoo: 80% & its Conditioners/ Masks: 60% biodegradable ingredients.
-Luksja products contain a high percentage of natural ingredients (more than 93%), their formulas are vegan and readily biodegradable*, in the categories of bar soaps, liquid soaps, refills, shower gels and bath foams.
-Noxzema shower products contain 95% * of biodegradable ingredients in the shower gels formulations.

-Taking into account the increasing focus of the industry in more sustainable solutions - which has been accelerated with the outburst of COVID-19 - as well as the escalating environmental consumer awareness, the trend of sustainable suncare protection remains on the spotlight, therefore within 2022 the Group launched a new suncare ecoline, having a sustainability orientation in terms of packaging and formulas, supported by our brands Carroten, Astrid, Kolastyna and Elmiplant. The new sun care line is characterized by the holistic approach of sustainability embedded in the product. On the one hand, the new sunscreen products have a quadruple skin protection technology, on the other hand they are certified with EcoSun Pass, which ensures the existence of ecologically balanced UV filters in the composition of sunscreens with high environmental classification that respect the aquatic environment, while officially will confirm that the products will be tested according to 8 scientific sustainability criteria always with respect to marine, terrestrial and human life. The main feature of the line is the vegan formulas with allergen-free fragrance that do not include in their composition the harmful UV filters Octinoxate, Oxybenzone & Octocrylene, and their remarkable new eco-conscious packaging. The Group, in the context of further strengthening the creation of more sustainable products will enhance its efforts through this line towards 100% recyclable packaging. At the same time, the sunscreen tubes are made of 70% recycled material while the bottles are made of 50% recycled plastic mitigating the product' s environmental impact. Finally, the boxes of face creams are FSC certified, ensuring

[5] *Theoretical calculation of readily biodegradable substances according to OECD 301 and water*

that the products paper packaging come from responsibly managed forests that provide environmental, social and economic benefits.

- Moreover, within 2022 our skincare category, launched fully recyclable tissue masks, with 100% recyclable packaging and 100% biodegradable tissue fabric.

Within our Home Care category, we are committed to reduce virgin plastic and source recyclable plastic from waste and re-granulate it to produce a recycled product range. This process involves reusing plastic deriving from post-consumer and post-industrial waste, to be used in the garbage bags' production process.

A few initiatives towards sustainable and circular sourcing of raw and packaging materials include the following:

- Our "green life" garbage bags are produced by 90%-100% recycled plastic and its paper label packaging is FSC certified. The line supports brands such as Fino and Jan Niezbędny from 2020 until today.
- In the same context within 2022, we launched the "Flex" embossed garbage bags that derive from 100% recycled plastic, enhancing a more environmental friendly profile, while the line will have an eco-packaging of an FSC-paper wrap, removing the plastic package. The specific line will be supported by our brands Sanitas, Fino and Jan
- Niezbędny.
- Within 2022 we adopted recycled PET plastic fibers in our foam scourers.

- We also work on additional projects, including the following:
    - Gradual replacement of boxes and carton boxes from non-FSC to FSC.
    - Higher participation of post-industrial and / or post-consumer recycled content in foil and the adoption of recycled paper content in packaging in the Food Packaging Category.
    - Replacement of plastic parts contained in the products with more environmentally friendly solutions (e.g replacement of the plastic cutting edge used in aluminum & paper-cutting adhesive film).
    - Concerning the wet wipes, replacing the polyester non-woven cloth with 100% viscose that is biodegradable and FSC certified.
    - Review of the packaging size across categories (downsizing where applicable) for packaging waste reduction (e.g. paper cores/boxes etc)
    - An extensive Materials of concern list is monitored behind the Home Care products category too, going beyond regulation. Indicatively, we are working proactively behind the following projects:
        - Removing or replacing PVC from the packaging of Home Care items.
        - Lilial free perfumes in Home Care chemical products.
        - Replacing PVC in cling film with more sustainable alternatives.

Minimizing packaging and adopting circular economy waste practices
The Group is continuously examining ways to increase the use of recycled packaging materials (plastic, glass, paper) and increase the packaging materials that are recyclable or reusable.
By altering our production processes and using more post-consumer and post-industrial plastic, we are actively engaging in circular economy practices and at the same time reduce our waste production by re-working our not-fit-for-consumer-use products.

Additionally, we are intensively focusing our attention in projects that will allow us to mitigate our impacts deriving from plastic packaging components. Across our strategic categories, efforts are made in order to further increase the percentage of recycled plastic in their packaging and reduce the plastic used in packaging.

Indicatively in our Personal Care category:

- The packaging of clinea, the Group's new refillable clean beauty brand, is designed to be convenient and disassembling, since its materials are recycled and the jars are refillable. Clinea has a disposable component, a moisturizing pod, that is 100% recyclable. Once, the product from the refillable jars is finished, the only remaining item to purchase is the capsule. This way, every time, we save 87% of the packaging. As a result, the recyclable materials and refillable jars make it easier to reduce the product's environmental impact.
- Noxzema Men Roll-on DEO products were redesigned reducing the plastic components to 3 from 4, thus leading to a reduction in plastic use by 30%.
- STR8's new deo spray products were redesigned resulting to a reduction in plastic used by 48% versus its previous packaging.
- The new suncare ecoline that was launched within 2022 has an eco-conscious and convenient packaging with 35% less plastic used & 20% less paper versus its previous packaging, while paper packaging boxes have an FSC certification, meaning that products come from responsibly managed forests. The line has a 100% recyclable packaging, the sunscreen tubes are made of 70% recycled material while the bottles are made of 50% recycled plastic mitigating the product' s environmental impact.
- Within 2022 C-Thru EDT products' cap was changed from Surlyne, a non-recyclable acrylic plastic, to a recyclable PP material.
- Within 2022, a new Bioten body care product was launched (Bioten skin nutries) that is made from 100% PCR PET plastic and is fully recyclable.
- Luksja DOY packs were relaunched in 2022 and contain 68%-85% less plastic versus the primary product packaging per ml.
- Elode fragrances and Noxzema roll on products have FSC certified paper in their packaging which means it meets the "gold standard" ethical production. The wood is harvested from forests that are responsibly managed, socially beneficial, environmentally conscious, and economically viable.
- Within 2022 in the skincare category, fully recyclable tissue masks were launched.

Within our Home Care category, indicative actions include the following:

- We have launched a new, wholly recycled product range that is made from plastic waste sourced externally, boosting our circularity.
- In the context of circular economy, our garbage bag production site in Ukraine has a vertical integration plastic recycling process for the production of recycled plastic film from consumer and post-production waste, allowing us to produce garbage bags that use high participation of recycled plastic.
- We have already reduced the thickness of the packaging of our food bags in Greece and we are working behind further reduction in the plastic used through further redesign of the products, while the Group’s garbage bags made the transition to an FSC-paper wrap packaging, removing the plastic package.
- Additionally, the Group is examining to reduce the thickness of its plastic bags.
- Moreover, AVA products contain 15% less plastic in their packaging.
- We are also examining the gradual replacement of boxes and carton boxes from non-FSC to FSC-certified paper.
- Moreover, we are considering the replacement of plastic parts contained in the products with more environmentally friendly solutions (e.g replacement of the plastic cutting edge used in aluminum & paper-cutting adhesive film).
- We are reviewing the packaging size across categories (downsizing where applicable) for packaging waste reduction (e.g. paper cores/boxes etc)

Moreover, the forthcoming acquisition of STELLA PACK will contribute significantly to the Group’s circular economy practices and the production of more sustainable products, as it owns a waste segregation line that produces recycled plastic granule covering fully its production needs.

Finally, we implement a strict and precise paper segregation procedure in our production facility in Poland that results in a reduction of mixed paper waste generated in our Pruszkow facility. We basically separate silicon covered paper from other types of paper in the context of improving our recycling waste management.

Furthermore, for all our strategic categories and through our new "Vendor Management" that was previously mentioned, we focus on collaborating with partners that adopt circular economy waste practices and have standardized recycling processes. It is crucial for us to work with partners that share the same philosophy and goals with us.
We are also actively contributing to Greek post-consumer recycling programs by providing a yearly fee to the Hellenic Recovery Recycling Corporation which is in accordance with the yearly amounts of recycled plastic we collect. The Group also contributes to this cause by supporting the purchasing of relative blue recycle bins. The total amount of the company's financial contributions until 2022 corresponds to the financing of the purchase of 5,879 blue bins or 11 recycling vehicles.

Improving energy efficiency, use of renewable sources and reduction of GHG emissions in production and distribution

The Group's commitment to safeguarding the environment is expressed through its environmental policy that is incorporated in the Group's Code of Conduct. As the policy states, environmental topics such as the protection and conservation of the natural environment as well as halting climate change are incorporated in the Group's strategy and culture.

Sarantis Group has identified that the efficient use of energy and the use of renewable energy resources in its production processes have an intrinsic role in achieving the goals that are set and honoring our commitments regarding the environmental challenges we are facing.

- Within 2021 the Group proceeded to the first phase of the installation of photovoltaics in our production site at Oinofyta in Greece, while its connection and operation started in June of 2022. The power of the installed photovoltaic system is 1 MW and the generated energy is estimated to reach 1,350 MWh, covering almost 50% of the factory's needs in terms of energy, while at the same time an expansion of the current system is under examination in order to further increase its capacity and achieve the plant's full energy autonomy.
- Moreover, we are examining to proceed in PVs implementation at Polipak's production facility in the future covering part of the plant's needs. The production of renewable energy will actively contribute to the reduction of the Group's carbon footprint in the future and will serve the increased energy needs of the plant, setting the base for a more sustainable production.
- Furthermore, our production facility in Ukraine uses biofuel (sunflower husk) to cover part of its production needs, therefore reducing the natural gas consumption.
- The Group sustains the Energy Management System ISO 50001 in its headquarters and production site located in Greece. The certification scope covers production and packaging of household products and cosmetics, as well as trade and distribution of household products, cosmetics and health & care products. The system contributes to further improvement of energy performance, by reducing energy use and thus reducing greenhouse gas emissions. Within 2022 further investments were made in environmental management systems across the Group's production facilities, in an effort to establish an Integrated Management System approach across the Group that is based on Quality, Environmental, Health & Safety criteria.
  In particular, the Group received a certification according to the international standard ISO 45001:2018 Occupational Health & Safety Management at its three production facilities in Greece and Poland, as well as ISO 14001: 2015 certification for Environmental Management at its two production facilities in Poland, while it aims to obtain the corresponding certification in Greece by June 2023. The Group follows an Integrated Management System approach at its production plant in Ukraine too, implementing Standards on Quality Management, Environmental Management and Occupational Health & Safety Management.
  These investments are part of the wider strategy followed by the Group in the context of upgrading its operation and modernizing its production with the aim of increasing efficiency and optimizing costs, focusing at the same time on a more environmentally and energy efficient operation having the safety, health and wellness of its employees as a key priority.

- Furthermore, within the Greek production plant we proceeded to a review of the compressed air network and monitoring of the system, and we have finalized the replacement of lamps with led lights in the area of the warehouse of packaging materials and finished goods, as well as in the surrounding area, while further areas will be covered too by LED lights in 2023.

- In terms of energy efficiency in our production facility in Poland, we have upgraded our lighting system as well with LED lamps in the warehouse and production area and implemented intelligent light system in social areas (movement detectors) in order to reduce energy consumption. Moreover, within the production area, we proceeded to the upgrade of air compressors and the heating system policy, that allowed us to reduce energy consumption. Furthermore, in Poland our rented facility owner buys energy externally from renewable sources by 100%.
- Finally, across the Group we continue our efforts towards pallet optimization which will allow us to further increase the number of pallets loaded on the distribution trucks, mitigating our environmental impact from transportation.
- The Group has totally altered diesel consumption in its facilities with natural gas. A fuel that is more efficient and at the same time produces less GHG emissions.

III. Social & labor policies

Building community relations and responding to societal needs

Sarantis Group is a firmly committed to giving back to society and creating a positive impact on the wider community. The company strives to enact positive change through diverse initiatives in areas such as human rights, poverty alleviation, disability support and environmental protection. Additionally, the Group actively contributes to various charities, vulnerable groups and non-profit organizations to support causes close to its values as an ethical business leader. Sarantis Group is passionate about making a difference across the countries it operates and its commitment to social responsibility continues to build bridges and empower individuals towards a better future for all. Social contribution is a key part of our mission and we take this responsibility seriously. Sarantis Group puts great emphasis on making a positive impact in the world. The Group looks for opportunities to give back and provide support to projects that can transform the disadvantaged and vulnerable in society. In a year of unprecedented change and challenges, we brought together our knowledge and insights to help. Together with our employees, we are committed to making a lasting contribution above and beyond our business activities.

Our commitment to sustainability is part of our DNA. Commitment to assessing and managing the environmental and social impacts of our products throughout their lifecycle in order to ensure sustainable production in our activities and to support responsible consumption practices in our value chain while also setting a good example and inviting others to join us in contributing to change. **This year, we have channeled multi-dimensional donations in 9 countries (Greece, Poland, Romania, Bulgaria, Czech Republic, Bosnia and Herzegovina, Serbia, Portugal and Philippines). More than €2.5 mil. were allocated by the Group to do our part towards our thriving communities sustainability pillar, supporting those who need it the most.**

The areas where we focus the most are:

- **Providing relief against natural disaster & humanitarian crisis**
- **Supporting & raising awareness towards environmental protection**
- **Supporting vulnerable population groups and encouraging Diversity & Inclusion**
- **Supporting & raising awareness on Health & Safety**

✓ **Providing relief against natural disaster & humanitarian crisis**

- In light of the unfolding Ukrainian crisis, with the active support of our subsidiaries in Poland, Sarantis Polska and Polipak, but also with the action of Sarantis Romania, humanitarian aid has been mobilized at a Group level in Poland and Romania to the Ukrainian people affected by the scourge of war. Specifically, medicines were transported directly to Ukrainian hospitals while clothes & food supplies were transported at the Polish boarders through the Polish Red Cross to further support the upcoming refuges. The Group has already joined an effort, of the polish corporate community to financially support Ukrainians, amounting to more than 64,000 euros and has donated Sarantis Group products to those displaced and in need amounting to more than 160,000 euros. Moreover, our beloved brands, **C-thru, Str8 żele, Luksja, Jan Niezbędny, Grosik**, in order to enhance the operations for the Ukrainian refugees, donated essential items to the **Agencja Rezerw Strategicznych - Strategic Reserves Agency**, **Polish Red Cross and Caritas Polska**. In addition, donations of a wide range of products were organized to aid the local **Hospital "Szpital Średzki Serca Jezusowego"** and the **Ukrainian refugees at the Hrebenne border, Stowarzyszenie Ewangelizacyjne Koinonia Jan Chrzciciel**.

- Through our trusted brands, **SANITAS**, **AVA**, **Orzene**, **Noxzema**, **Bioten** and **STR8**, we joined forces with the Greek hypermarket chain KRITIKOS to support the CSR initiative "**With love for North Evia**" aiming to alleviate the damages made in the region of North Evia by the wildfires during last summer and further contribute to the reforestation efforts made. A simple act of kindness and sharing can make huge difference for those who need it the most.

✓ **Supporting & raising awareness towards environmental protection**

Sarantis Group is committed to protecting and preserving the environment for future generations. We are keenly aware of the ecological threats our planet faces and we recognize the importance of raising awareness towards environmental protection. To this end, we support initiatives that promote sustainability and conservation of natural resources. We also, seek to educate others on the importance of taking active steps to reduce emissions and waste, ultimately creating a greener and better world for all.

-The Group participated, yet again for another year, in the **11th edition** of the **"Clean Tatra Mountains"** initiative in Poland, powered by our Polish home care brand **Jan Niezbędny**. As every year, we enhanced the project's purpose by offering to all the eco – enthusiastic volunteers the necessary equipment for cleanup - garbage bags and gloves packed in recycled backpacks. **3.000 volunteers** gathered at the two days' festival, selected and segregated **402 kg of garbage** from the Tatra trails. This initiative has created a social phenomenon that engages and empowers more and more people every year to engage in environmental actions.

- Furthermore, the beloved brand **Jan Niezbędny** supported for 2nd year, the "**Clean Baltic Sea**" initiative which is a big cleanup of Baltic's beaches by volunteers and ambassadors. **Jan Niezbędny** sponsored the action and provided the necessary equipment (garbage bags and gloves packed in recycled backpacks) to the participants.

-Through our subsidiary in Poland, Polipak, in order to support the local biodiversity, we adopted three European bison from the **Poznan New Zoo** by financially supporting their maintenance.

- Sarantis Group through its subsidiary Sarantis Bulgaria and powered by **FINO** – one of the Group's most reliable home care brands and No.1 brand in the category of garbage bags in Bulgaria - participated on the 10th edition of "**Let's clean Bulgaria together**" campaign, where more than **3,000 tons of waste** were collected from **11 cities in Bulgaria in over 50 locations**.Through a crowd funding method our colleagues at Bulgaria's subsidiary raised money for the children deprived of parental care who live at the Institutional care Lisichovo. Moreover, linen for all the children in the home, books, board games, Christmas gift sets with chocolates and candies were offered as well.

-Moreover, Sarantis Bulgaria supported **500 volunteers** who collected over **25 m3 of garbage from Vitosha Mountain**. This is the first event from the initiative entitled "**Together for a Cleaner Vitosha**", through which the organizers aim to unite institutions and volunteers in various campaigns for the improvement of conditions in the mountain and taking care of nature. The participants cleaned the ski area and the area of the lift facilities with materials provided by **FINO.** The purpose of this initiative is to set a good example by sharing a nice walk in nature with family and friends while picking up the waste scattered around in the mountain.

- FINO, actively participated for yet another year, at the "**Let's Do It Romania**" initiative. This year, the World CleanUp Day, engaged more than **160,000 volunteers** who collected approximately **1,320,000 kg of waste**. Despite the unfavorable weather conditions, the event took place on three consecutive Saturdays and joined the global movement "Let's Do It World" that connect **190 countries** who aim at the same objective: **a waste-free world, a better world**. In collaboration with "Let's Do It", **over 3,000 employees** and partners of several companies came together and volunteered to clean up litter and mismanaged waste from beaches, rivers, forests, and streets throughout the year. **FINO**, additionally, provided to the volunteers with 100% recycled plastic bags and gloves, to ensure everything runs smoothly. Every human on this planet has a place they call it "Home". This simple act of waste collection has become a force that binds people together towards the same goal.

-FINO in Serbia sponsored the association, "**Trail Cleaner - Plogging org**.", where the activity itself is about picking up waste while jogging. Plogging is a change of attitude and plowers are proud garbage collectors who do something for our environment and health before it is too late. Since then, over 3 million people have participated in organized or solo ploggas. Every day, approximately 20,000 people plog in over 100 countries. Our cooperation started in 2021 and since then, we participate actively by providing FINO gloves; Tytan Flex/Tytan/Green life garbage bags.

- **Astrid SUN eco care** organized **a road show,** which took place in **16 kindergartens in Prague and Central Bohemia**. The road show was dedicated to educating children in kindergartens on the importance of using sunscreens, particularly eco-friendly ones, as well as on how to use them properly. **Waste sorting and recycling were also discussed**. The project was conducted by an actress who kept the children engaged and entertained in a joyful and interactive manner. At the end, all children received a kit with Astrid Sun eco care products, coloring sheets for individual and group work.

- STR8, BU, CARROTEN, ORZENE, AFROSO, FINO, TEZA, PYROX, SANITAS, BIOTEN, VIDAL, NOXZEMA, AVA, and WASH&GO partnered with MASOUTIS supermarket in Greece on the "**Give a Hand too**" CSR initiative. The donation was given to the NGO "BEACH CLEANING" to support their beach cleaning efforts.

- The Group and its personal care brand, **Bioten**, continue to support the efforts made by The Yangil and the Banawen tribes to replant the region in Philippines. Together with its partners: **NGO For the Future, Madtravel.org**, I-Face empowered and Bioten's Influencer Nadine Lustre the whole initiative aiming to plant 88K trees. This initiative will further bolster our efforts to promote a more sustainable and a greener future.

✓ **Supporting vulnerable population groups and encouraging Diversity & Inclusion**

Sarantis Group is strongly committed to creating a society that is diverse, inclusive and equitable in its approach to social justice. We understand the importance of creating strong and safe communities around the world, especially vulnerable population groups. To this end, we pledge our support through financial aid and product donations. We believe it is essential to provide equal access to resources, opportunities and basic human rights to all individuals, regardless of their race, gender or orientation. We will continue to strive for a more equitable and just society that celebrates and honors diversity.

More specifically:

-Sarantis Group and AB VASSILOPOULOS embrace one more time **KETHEA's Early Intervention for Problematic Internet Use Network** and its mission through the "Live Offline" campaign. This time the campaign's concept encourages everyone to create memories and not social media posts. Sarantis Group will further contribute through financial donation to KETHEA's Early Intervention & Prevention Network. The amount raised via products' discounts to cover the NGO's logistical needs. Beloved brands of Sarantis Group participate: **Sanitas, AVA, Teza, Afroso, Orzene, Koleston, Wellaflex, Wella Deluxe, Carroten, Noxzema, Bioten, Batiste, Wash & Go and Fino**, to support this cause.

- NOXZEMA provided financial donation via products discounts at **My Market** supermarkets to **Child's Friends** NGO for their yearly needs.

- Through the CSR action of the personal care brand **NOXZEMA**, we actively support the work of **Merimna Nonprofit Organization** with financial donation, helping this way children to develop the psychological strength to deal with their loss and adapt to a life without their father.

- **NOXZEMA** supports **AnimaCare's cause** by financial donation. ANIMACare, is an online platform for information and support developed by ANIMA which seeks to address the needs of people related to Mental Health. The NGO, aiming to provide information, support and education, online or over the phone, on all aspects of Mental Health based on their experience and research while encourages all interested parties to develop their own perspectives on the life issues they face and their therapeutic process free of charge.

- Sarantis Group for the 6th consecutive time embraces the mission of the NGO **Boroume** on the effort to reduce food waste and offers, through its brand **SANITAS**, 150,000 portions of food & 6,000 food packaging products to **Galini Foundation** and the **NGO Faros Elpidas**. Both organizations support daily more than 770 people through free meals service.

- SANITAS provided **NGO Ithaca** with **9.000 garbage bags** and **9.000 gloves** to support their cause and daily demanding operations. We are glad to be part of this action, as Ithaca Laundry has delivered to **66,000 kilos of clean, dry clothes** to its beneficiaries, who have already reached **2,500** individuals, while demand for its services keeps growing.

- **SANITAS, AVA, AFROSO, PYROX, CARROTEN, NOXZEMA, BIOTEN, STR8, KOLESTON, WELLAFLEX, ORZENE** via products' discounts at Galaxy's hypermarkets supported **Hadjipaterion's** cause. The **Center for Rehabilitation & Child Support (C.R.C.S.)** provides special education programs, psychotherapy, occupational therapy and physical therapy for children up to 14 years old.

- AVA, actively supports, through financial donation, the **Nonprofit Organization, Merimna** which and embraces each child that is thankful to its mother, wherever she might be, while embracing the children who mourn the loss of their mother.

-**AVA**, this time supports the mission of the NGO "**Food On**" on its effort to enhance social inclusion. The beloved home care brand financially sponsors 5 dinings, which will be held aiming to offer to socially excluded people a dining experience with professionals that may give a new perspective to their future.

-Additionally, **STR8** made a financial contribution to **Panathinaikos athletic club People with Disabilities**

- Within the Luxury Cosmetics business unit, **JEAN PAUL GAULTIER**, encourages the nonprofit **LGBTQ community "Colour Youth"** and offers significant financial support for its purpose and activities.

- Beloved brands: **Bioten, Noxzema, Orzene, Koleston** as well as distributed brands such as **Max Factor and Rimmel** contributed via Hondos Center's product discounts to support **Phoebe's guesthouse** cause. The Guesthouse provides shelter, food and empowers abused women psychologically while help them to shape their skill up development, for their smooth reintegration into society.

- The famous men's care brand **STR8,** join forces with selected Greek Super Market chains in order to strengthen the social work of the NGO **KMOP** through the initiative **"Live Without bullying"**. The campaign stands behind the motto **"STOP BULLYING",** which is part of brand's actions entitled **"HUMAN UP – CHOOSE RESPECT"** and is **fully in line with the Group's culture and values** while aims to **raise awareness on social issues**, like the phenomenon of bullying. More specifically, part of STR8, men's care product sales, exclusively made from selected Greek supermarket chains, donated to enhance the work of **KMOP**.

- **Polipak**, one of the Group's subsidiaries in Poland, provide financial support to the local **orphanage in Szlachcin**, the **nursing home in Środa Wlkp** and a scholarship to the **local High school Liceum Ogólnokształcące, Zespół Szkół Rolniczych**.

- **Sarantis Bulgaria**, stands proudly with children in need of personal care. This year, the company, participated in the first school day for "**kids living without their parents**" and donated to the **SOU Konstantin Velitchkov – Plovdiv school** useful educational gifts (tablets, backpacks, pens pencils and notebooks) for some of the children.

-In addition, **Sarantis Bulgaria**, proudly participated in the charity initiative **"Plusheno meche"** during Christmas time. Our generous donations included items from our company portfolio, along with partner Lavena products specifically aimed at children. These items included deodorants, shower gels, shampoos, wet wipes, baking and cleaning products which reached over **300 people** across **six different locations** in the North-West, South-West, and Central regions of Bulgaria.

- Sarantis in Poland, within 2022, supported the tournament **"Stowarzyszenie Sport CK"** organized by the Association, the **picnic for Association members**, **guests** and **their families,** the **Fundacja Hospicjum Onkologiczne św. Krzysztofa hospital** and the **Fundacja Opieki 67nd Zwierzętami Canis pet orphanage** with disposable items, such as trays , cutlery cups bags, gloves and cloths.

- In Romania **FINO, ELMIPLANT and COMPEED** provided the **Traieste cu Bucurie association** with sanitary materials such us, gloves, wipes, cleansing gel, liquid soap, deodorants.

-Additionally, in Romania **FINO and ELMIPLANT,** provided to the **Filantroic Fundation Metropolis** with sanitary materials, such us, gloves, wipes, cleansing gel, liquid soap, deodorants.

✓ **Supporting & raising awareness on Health & Safety**

Sarantis Group is committed to promoting health and safety initiatives. We are dedicated to raising awareness and educating our employees and the general public about the importance of taking steps related to health, safety and well being issues.

- CARROTEN & **Bioten** in Greece contributed by donating products in the fundraising dinner that the non-profit organization "**Safe Water Sports"** organized. The aim of the event was to **provide information and raise awareness to the general public on safety matters related to recreational water activities and water sports** with great emphasis on safety standards and the prevention of drownings and sea-based accidents.

-CARROTEN in Greece also donated gift bags in **"The Happy Summer Camp"** through the support of "Safe Water Sports" entity. **CARROTEN** donated to the kids of the camp **solar radiation measuring bracelets for a safe summer**.
-Sarantis Group in Greece contributed with **CARROTEN** samples to support the **Panhellenic Beach Handball Tournament** that the "Municipality of Parga" and the "Renaissance Handball Sports Association of Arta" co-organized and offer **the necessary sun-protection to the athletes**.

-Sarantis Group in Greece through Bio – Oil have a monthly subscription agreement for Bio-Oil's participation in **My New Baby** webinars. These seminars are attended by 1,700 mothers-to-be each month and are hosted by qualified midwives who provide advice on breastfeeding, bathing, diaper changing, and self-care. As an exclusive sponsor, Bio-Oil contributes by providing useful gifts during the seminars, and the midwives give live advice on the correct usage of Bio-Oil.
- This year we enhanced a good cause in Portugal by being an official sponsor of "**Corrida Sempre Mulher**" (Always Run Woman) through **Bioten** and had the honor to be an official sponsor of this event by embracing this cause. Some activations took place at the starting point, where goodie bags were given to the participants that included present samples of our loved and natural Bioten's Detox Face Cream and Detox SG.

Employer's Responsibility

Empowered employees and consistent investment for the development, safety, and wellbeing of our employees are part of the Group's philosophy. The Group is committed to provide a supportive workplace, while creating prospects for its employees, investing in upskilling their knowledge and capabilities in order to help them grow and fulfill their professional aspirations.

In this context, the main axes that the Group focuses on is the following:

- **Creating employment and ensuring human capital development**

We seek to be reliable partners and to strengthen the trust of our colleagues, contributing to their continuous development through the implementation of the best human capital management practices, based on their credentials and competencies, in a positive & supportive working environment that promotes equality, transparency and mutual respect. To this end, we **support** the **Universal Declaration of Human Rights of the United Nations** and we respect the internationally proclaimed human rights. Our employees' voice matters therefore we launched **Employee Engagement Survey** to measure Engagement. We cooperated with an external global trusted partner to ensure unbiased participation. The survey was designed to measure employees' commitment, loyalty and willingness to be part of our team, as well as their position fit and the enableness of work environment. The outstanding participation rates, **90% out of total employees**, as well as evolving engagement results provide us the ground to invest in specific improvement areas.

We strive to create an atmosphere where everyone's voice is heard and collaboration is encouraged, leading to greater productivity and success. Our three well established main pillars for our employees' development, starting from **hiring**, **further developing their skills and expertise** and **rewarding their performance**, ensures that the Group continues to be a pioneer in a dynamic and competitive work environment.

We are committed to provide **equal opportunity and inclusion** in the workplace. We believe in a workplace free of all forms of discrimination, harassment, and retaliation, and we strongly encourage and support diversity in all levels. Thus, in 2022, **our female employees were 54% of the Group's total workforce.** Our commitment to diversity and inclusion extends beyond recruitment and hiring practices; our initiatives include developing programs and systems that foster an environment of mutual respect, where everyone is provided with equal opportunities. We have created career progression pathways and developed innovative learning solutions to ensure that all team members have the same access to opportunities, regardless of gender, race, ethnicity, age, religion, sexual orientation, and disability.

We are dedicated to ensure that our **Performance Management process** focus on the achievements and goals of our team members, rather than relying solely on individual performance. The process enhance continuous feedback and development of our employees as well as fair rewards allocation.

Our Group's **reward philosophy** is to attract, retain and engage employees who are committed to perform, are responsive and leave our values in their day to day work life. Our **reward strategy** seeks to promote a long term growth mindset and reinforce desirable behaviors, ensuring that employees are fairly rewarded and that their contributions are linked to the Company's success. On this regards the main pillars which define our rewards philosophy are:

1. **Attract & Retain**: Find the right people at right time, right place and right cost. Retain the best employees who will enhance business growth and will continuously improve.

2. **Engage**: Increase motivation through engagement by focusing on the power of individual and celebrating the brilliance they bring. At the same time advocate for collective accountability and build strong inclusive community where people thrive.

3. **Reward**: Adopting behaviors that produce exceptional performance. Incentivize and reward employees that achieve exceptional performance.

Main factors we utilize to put our rewards philosophy into action are: a) Pay for position: which allocates the positions impact and contribution to realize business results. b) Pay for person: reward skills and competencies which will lead the change and advancement of business for the future and c) Pay for performance: reward exceptional performance, as well as role model behaviors. One size does not fit all, therefore the implementation of our competitive reward strategy into the countries we operate require global framework and respect of the locality. On this regards we offer competitive base pay, performance based short term incentive scheme and benefits.

We value our employees' unique talents and perspectives and seek to recognize their achievements in meaningful ways. We empower our people to take ownership of their own development and strive to make their experience at Sarantis Group rewarding and enjoyable.

We utilize modern methods for **evaluating candidates**, promoting equal treatment opportunities and transparency. We invest in a modern recruitment process and recruitment platforms in order to attract more talents. This year, one of our affiliates launched our **Management Trainee Program "Shine OUT"**, where we provide the opportunity to young and ambitious graduates to join our team and to start their professional career with us. Program's purpose is the selected candidates to gaining knowledge and experiences in order to become our next future leaders. We foster a competitive environment where people are encouraged to think outside the box and challenge the status quo. Our goal is to create an open, collaborative workspace where employees can explore their ideas and work together to come up with innovative solutions and progress the company. We have created a culture of excellence and empower our team members to learn, grow, and take ownership of their own development. Through **continuous learning and training opportunities**, we ensure that our team has the skills they need to stay ahead of the competition. Our aim is to transform learning into a habit. We build a learning culture that drive us forward. This mindset was embedded in our learning activities, resulting in a growth of **200% increase of learning activity** on a Year over Year basis in MySarantisLearning powered by LinkedIn Learning for total Sarantis Group. Additionally, 3.500 of learning hours were held to enhance learning culture in topics such as: Team's Challenge & Peer Learning, learning bites, tips to learn better, workshops on leadership skills and trainings on constructive feedback. Further topics of this year's trainings were: Revenue Growth Management, Project Management, Mastering Effective Leadership, E-Commerce & Digital Marketing, Improving Sales capabilities, Negotiation skills, Leadership skills, LEAN foundation, ISO 45001, First Aid, Smart Factory Practices, HSE Management, Coaching, , ERP technical skills, Quality Standards Training, Effective Teamwork. **Total learning activity was increased approximately by 208% on Year over Year basis.**

- **Ensuring occupational health & safety and wellbeing**

Sarantis Group provides the conditions for a better and safer working environment that promotes and develops its employees. A wide round of investments in Systems for **Environmental Management and Occupational Health & Safety Management** was completed within 2022 by Sarantis Group, underlining its commitment to offer high quality products, while adopting socially responsible practices and environmentally friendly methods. In particular, within 2022 the Group received a certification according to the international standard **ISO 45001:2018 Occupational Health & Safety Management** at its three production facilities in Greece Poland and Ukraine.

At Sarantis Group, we strive to create an environment where all individuals are valued and respected regardless of differences in background, identity, or experience. Our approach to workplace safety is comprehensive, with safety training programs and protocols designed to ensure that everyone can do their jobs safely. We also provide a range of other resources such as **health services and employee assistance programs** to help our employees stay healthy in their work life. Therefore, we remain committed to creating a safe and productive work environment for all of our employees. The COVID-19 pandemic has disrupted not only the economic but also the wider business landscape. In 2022 unprecedented challenges continued to arise. As we navigate through new operational norms, we continue to transform in the digital age, investing in our employees. We successfully adapted techniques to confront the pandemic, **like the hybrid working model across Sarantis Group**, providing a dynamic and modern work environment that respects work-life balance, while enhancing at the same time the Group's growth. Additionally, in respect to locality, **indicative benefits plans** offered in our countries are **medical insurance for employees & dependents, discounts** in organization programs, club subscriptions and additional benefits which increase employee's wellbeing. Additional events per country are **"Sarantis Wellness Days",** aiming to empower our employees' physical and mental health. 50% discount in multisport cards, welcome gifts to new employees, first aid trainings, health and safety trainings especially in production and warehouse facilities, blood donation program for the employees and their relatives while we encourage team building workshops during seasonal Bank Holidays.

- **Safeguarding employee diversity, equal opportunities, and human rights**

We believe that being different widens our perspective and strengthens our business. We respect the uniqueness of each individual and we aim to treat everyone equally, with respect and dignity. We value and pursue diversity in our business environment, we believe that diversity within the Group brings different thinking and agility. Furthermore, we believe in gender equality and women empowerment, therefore we invest in females' employees and their skills. In 2022, 54% of our total workforce are women employees, achieving a high percentage of diversity within the Group. Overall, the Group:

- Offers equal employment opportunities.
- Ensures no unlawful discrimination is practiced in any aspect of employment relationship.
- Provides an inclusive working environment, free of any form of disrespectful treatment and hate activity such as harassment and bullying.
  Encourages employees to report any concerns regarding discrimination in the workplace.
- Ensures that female employees are equally treated, remunerated, and promoted within the company, as male employees.

The Group's Human Rights Policy is incorporated in the Code of Business Conduct[6], which is posted in the corporate website: https://www.sarantisgroup.com/investor-relations/corporate-governance/corporate-governance/.

IV. Anti-corruption & anti-bribery policies

Safeguarding corporate governance, regulatory compliance and business ethics

- **Fair competition**

  We fully comply with the Commercial Law and the Law on Competition in our transactions with competitors, partners and customers. We support and boost free entrepreneurship and we care for our operation pursuant to the principles of fair and free competition, in all sectors of our activities. Accordingly, we expect our employees to comply with the legal requirements on monopoly and competition and to participate only in fair and meritocratic transactions. Every employee, when necessary or if he/she has any doubt, must consult the Group's Legal Service for relevant issues, while he/she must directly inform the Group's Legal Service in case he/she receives any notification from an authority responsible for anti-monopoly issues. In the context of the above, any conduct that restricts or hinders free and fair competition is not acceptable by our Company.

- **Combating any form of corruption and bribery**

  Any form of corruption, or unlawful professional activity or bribery is prohibited in our Group. Always in compliance with the applicable laws and regulations, unfair practices on behalf of our employees, partners or suppliers, which could be inappropriate and illegal activities, are not allowed. In the same context, any activity related to money laundering or illegal funding is condemned.

[6] ATHEX C-S6

Moreover, the Company does not allow employees to accept gifts, invitations or offers, as there is a risk that their integrity and honesty may be questioned or professional decisions may be affected.

- **Prevention of fraud**

  In the context of our responsible operation and activity, cases that may be connected to fraud are not tolerated. With a view to preventing such cases, safety valves have been developed, while through a special policy of complaints and reports that we have adopted (whistleblowing) an event of fraud or corruption can be reported, investigated and solved. The **Report and Complaints Management Policy** of Sarantis determines the principles and the operation of the procedure adopted by the Company in order to receive, process and investigate anonymous and/or identified reports and complaints regarding unethical conduct, irregularities, omissions or unlawful activities. The main commitment of the Company is to protect the anonymity and ensure the confidentiality of the data of people who file such reports/complaints. The Policy takes into account the Directive (EU) 2019/1937, and the best practices applied in the market.

  The Company's Management has the responsibility to prevent, monitor and make corrective actions, while the individual divisions and departments must strictly apply all the relevant procedures and prevention measures.

- **Conflict of interest**

  The Management has established **a policy and a procedure to prevent and address conflicts of interests**. The goal of the Policy is to set the framework of identifying, assessing, managing and preventing cases of conflicts of interests, so that the administrative bodies of the Company can make prudent, objective and independent decisions in favor of the Company and the fulfilment of its aims, and that the due diligence of the members of the bodies and the promotion of the corporate interest is ensured. The Procedure reflects the principles and procedures that the Company adopted in order to fulfil its legal obligations to keep and implement effective administrative procedures and audit mechanisms to prevent, identify and manage existing and potential conflicts of interest within its activities.

- **Protection of data and confidential information**

  In full compliance with the relevant applicable legislation and in line with the **Group's Personal Data Protection Policy**[7], we ensure that personal data and confidential information are protected and kept confidential. Confidential information means any trade secret, exclusive information about customers or suppliers, contract or financial position. All employees must treat personal data and information with utmost discretion and must not disclose confidential information to third parties, persons or organizations, outside the Company. Moreover, we care for the continuous protection of the information systems, as the protection of their integrity and their rational use ensure the effective protection of personal and professional data against unauthorized access, loss, manipulation or leak. We follow best practices and we take all necessary steps to avoid security issues and maintain confidentiality, while the compliance with regulatory and legislative authorities is ensured. In this context, all employees of the Company should contribute to the protection of the security of information stored or circulated in the information systems within the organization. Unauthorized use or distribution of this information violates the Company's Policy and may result in civil and/or criminal penalties.

[7] ATHEX C-G6

V. Outcomes and non-financial performance

The main results of the above policies are presented in the table below. Our non-financial information reporting is aligned with global sustainability reporting standards such as the GRI standards and takes into account the ATHEX ESG reporting guidelines:

Environment			
	2022	**2021**	**2020**
Total Consumed Energy (GRI 302-1) (MJ)	165,749,837	159,471,949	168,756,356
Energy intensity (GRI 302--3)	0.37	0.39	0.43
Consumed Energy from Renewable Energy Sources (GRI 302-1) (MJ)	9,383,487	7,622,382	9,181,723
Total amount of energy consumed within the organisation (ATHEX C-E3) (MWh)	46,042	44,298	46,877
Percentage of electricity consumed, in percentage (ATHEX C-E3)	62.00%	57.76%	61.56%
Percentage of energy consumed from renewable sources, in percentage (ATHEX C-E3)	5.66%	4.78%	5.44%
Direct GHG emissions - Scope 1 (GRI 305-1, ATHEX C-E1) (tCO2)	3,364.4	3,721.5	3,459.8
Energy indirect GHG emissions - Scope 2 (GRI 305-2, ATHEX C-E2) - location based (tCO2)	17,585.4	14,246.0	15,856.7
Energy indirect GHG emissions - Scope 2 (GRI 305-2, ATHEX C-E2) - market based (tCO2)	21,006.4	16,057.9	18,072.6
GHG emissions intensity (GRI 305-4) - Scope 2 location based	0.05	0.04	0.05
GHG emissions intensity (GRI 305-4) - Scope 2 market based	0.05	0.05	0.06

Labor			
Total number of employees (GRI 102-8)			
Headcount	**2022**	**2021**	**2020**
	2,290	2,376	2,683
Percentage of total women employees (ATHEX C-S2)	**2022**	**2021**	**2020**
	54%	55%	56%
Total number of employees by employment contract by gender in 2022 (GRI 102-8)			
Men		**Permanent**	**Temporary**
		992	53
Women		**Permanent**	**Temporary**
		1,195	50
Total number of employees by employment type, by gender in 2022 (GRI 102-8)			
Men		**Full-time**	**Part-time**
		1,026	19
Women		**Full-time**	**Part-time**
		1,170	75
Percentage of individuals within the organization's governance bodies by age and gender in 2022 (GRI 405-1, ATHEX C-S3)			
Men	**<30 years**	**30-50 years**	**>50 years**
	0%	33%	50%
Women	**<30 years**	**30-50 years**	**>50 years**
	0%	0%	17%
Number of work-related injuries (GRI 403-9)	**2022**	**2021**	**2020**
	10	11	6

Average hours of training per year per employee (GRI 404-1)	**2022**	16
Percentage of employees receiving regular performance review (GRI 404-3)	**Men**	**Women**
	56%	41%

Laws & regulations			
	2022	**2021**	**2020**
Total number of confirmed incidents of corruption (GRI 205-3)	0	0	0
Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area (human rights & compulsory labor (GRI 419-1)	0	0	0
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations (GRI 307-1)	0	0	0
Social impact			
	2022	**2021**	**2020**
Donations, charities, community offering (€)	2,543,870	720,033	926,812
off which COVID-19 related			704,702
Percentage of the procurement budget spent on local suppliers (GRI 204-1)	63.70%	71.84%	66.90%

** Base year and recalculations:*
i.Base year for the calculations is 2019 due to pre-COVID-19 comparability reasons.
ii.Change of the Emission Factors used for Greece form DEFRA to Greek National Inventory Submissions, UNFCCC triggered the recalculation of the emissions for the base year as well as for the years 2020-2021.
iii.Emission factors for relative years 2019, 2020, 2021, and 2022 for Greece available in the Greek National Inventory Submissions, UNFCCC, 2021 and 2022. Emission factors for the same years, used for the rest of the countries published by DEFRA.
iv.The consolidation approach used was operational control.
v. The methodology used is aligned with GHG protocol recommendations:
Activity data (fuel amount by type) x Emission factor
Operations in Russia were ceased permanently in September 2022 and there are no available data regarding fuel consumption.

More sustainability related data will be presented in our 2022 Sustainability Report, which is currently being prepared in accordance with the GRI standards and is expected to be available later this year.

VI. EU Taxonomy[8]

In order to support the transition to a more sustainable economy and in view of the global warming, the European states have committed themselves to more climate protection and reducing the GHG emissions. In order to enable this transition, the Paris Climate Agreement and the European Green Deal view sustainable investments as an important starting point. A key instrument in this context is the EU taxonomy (https://ec.europa.eu/info/business-economy-euro/banking-and-finance/sustainable-finance/eu-taxonomy-sustainable-activities_en), an EU-wide classification system for sustainable economic activities with the aim of promoting investment in them. According to the "Regulation (EU) 2020/852 of the European Parliament and of the Council of June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088," an economic activity is considered environmentally sustainable if it substantially contributes to achieving one or more of the environmental objectives.

The environmental objectives defined in terms of the Taxonomy Regulation are: climate change mitigation, climate change adaptation, the sustainable use and protection of water and marine resources, the transition to a circular economy, pollution prevention and control, and the protection and restoration of biodiversity and ecosystems.

[8] ATHEX A-S1

At the same time, the economic activity that substantially contributes to achieving one or more of the environmental objectives must not significantly harm (DNSH) the other environmental objectives. In addition, the economic activity must be carried out in compliance with the minimum social safeguards and comply with the technical screening criteria established by the EU Commission by means of the delegated acts.

The EU Taxonomy Climate Delegated Act introduces the first set of technical screening criteria to determine which activities contribute significantly to achieving two of the environmental objectives set out in the Taxonomy Regulation: climate change mitigation and climate change adaptation.

We have undertaken a review of the Group's turnover, capital expenditure and operating expenditure (as defined in the EU taxonomy) to identify the extent of any eligible activities within our business.

We identified the following eligible economic activities:

Economic Activity	Description	NACE- Code
4.1. Production of electricity from solar PVs	Produce of electricity using solar photovoltaic (PV) technology.	D.35.1.1
3.17 Manufacture of plastics in primary form	Manufacture resins, plastics materials and non-vulcanisable thermoplastic elastomers, the mixing and blending of resins on a custom basis, as well as the manufacture of non-customised synthetic resins.	C.20.1.6

- **"Production of electricity from solar PVs"** (D.35.1.1).

  In particular, as part of its plan to reduce its GHG emissions, within 2021 the Group proceeded to the installation of photovoltaics at the Group's production plant at Oinofyta. The power of the installed photovoltaic system is 1 MW and the generated energy reached 925 MWh in 2022, covering almost 45% of the factory's needs in terms of energy (net metering).

  It is noted that the connection was completed within 2022 and is fully operational, while there have been no further related operational or capital expenditures within 2022.

- **"Manufacture of plastics in primary form" (C.20.1.6),** as it relates to part of Sarantis Group home care business unit.
  In particular, Polipak, the Group's subsidiary that specializes on the production of Garbage Bags, engages, as part of its activities, in the production of recycled plastic granules from its own plastic waste that is subsequently re-used in the production process.
  Moreover, Ergopack, processes post-consumer plastic waste producing recycled plastic granules that are used in the production of Ergopack's garbage bags.

  It is noted that the Group does not record sales from the sale of plastics in primary form.

Finally, the production and sales of Cosmetics and Personal Care products do not fall within the scope of taxonomy eligibility. Therefore, there were no corresponding investments or operating expenses that could be qualified as eligible.

Assessment of compliance with the Taxonomy regulation (2020/852/EU) and the technical screening criteria (2021/2139/EU) - Alignment with the Taxonomy

The production of electricity using solar photovoltaic technology (D.35.1.1) and the manufacture of plastics in primary form (C.20.1.6), are activities fully aligned with the Taxonomy. Details on the alignment assessment of the above activities, are presented below in detail.

KPI - Turnover

				Substantial Contribution criteria						DNSH criteria (Does not significantly harm)										
Economic Activities (1)	**Code (2)**	**Absolute turnover (3)**	**Proportion of turnover (4)**	**Climate Change mitigation (5)**	**Climate change adaptation (6)**	**Water & Marine resources (7)**	**Circular economy (8)**	**Pollution (9)**	**Biodiversity and ecosystems (10)**	**Climate Change mitigation (11)**	**Climate change adaptation (12)**	**Water & Marine resources (13)**	**Circular economy (14)**	**Pollution (15)**	**Biodiversity and ecosystems (16)**	**Minimum safeguards (17)**	**Taxonomy aligned proportion of turnover (year N) (18)**	**Taxonomy aligned proportion of turnover (year N-1) (19)**	**Category (enabling activity) (20)**	**Category (transitional activity) (21)**
		mil. euro	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. Taxonomy eligible activities																				
A1. Environmentally sustainable activities(taxonomy aligned)																				
Production of electricity from solar PVs (D.35.1.1)	4.1	0	0	0						N	N		N		N	N	0			
Manufacturing of plastics in primary form (C.20.1.6)	3.17	0	0	0						N	N	N		N	N	N	0			
Turnover of environmentally sustainable activities(taxonomy aligned)(A.1)		0	0	0													0			
A2. Taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)		0	0																	
Turnover of taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)(A.2)		0	0														0			
Total A.1. + A.2.		0	0														0			
B. Taxonomy-non-eligible activites																				
Turnover of non-eligible activities (B)		445.07	100%																	
Total A+B		445.07	100%																	

KPI - Capex

				Substantial Contribution criteria						DNSH criteria (Does not significantly harm)										
Economic Activities (1)	Code (2)	Absolute capex (3)	Proportion of capex(4)	Climate Change mitigation (5)	Climate change adaptation (6)	Water & Marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate Change mitigation (11)	Climate change adaptation (12)	Water & Marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy aligned proportion of capex (year N) (18)	Taxonomy aligned proportion of capex(year N-1) (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		mil. euro	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. Taxonomy eligible activities																				
A1. Environmentally sustainable activities(taxonomy aligned)																				
Production of electricity from solar PVs (D.35.1.1)	4.1	0	0	0						N	N		N		N	N	0			
Manufacturing of plastics in primary form (C.20.1.6)	3.17	0	0	0						N	N	N		N	N	N	0			
Capex of environmentally sustainable activities(taxonomy aligned)(A.1)		0	0	0													0			
A2. Taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)		0	0																	
Capex of taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)(A.2)		0	0														0			
Total A.1. + A.2.		0	0														0			
B. Taxonomy-non-eligible activites																				
Capex of non-eligible activities (B)		10.97	100%																	
Total A+B		10.97	100%																	

KPI - Opex

				Substantial Contribution criteria						DNSH criteria (Does not significantly harm)										
Economic Activities (1)	Code (2)	Absolute opex (3)	Proportion of opex (4)	Climate Change mitigation (5)	Climate change adaptation (6)	Water & Marine resources (7)	Circular economy (8)	Pollution (9)	Biodiversity and ecosystems (10)	Climate Change mitigation (11)	Climate change adaptation (12)	Water & Marine resources (13)	Circular economy (14)	Pollution (15)	Biodiversity and ecosystems (16)	Minimum safeguards (17)	Taxonomy aligned proportion of opex (year N) (18)	Taxonomy aligned proportion of opex (year N-1) (19)	Category (enabling activity) (20)	Category (transitional activity) (21)
		mil. euro	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	%	E	T
A. Taxonomy eligible activities																				
A1. Environmentally sustainable activities(taxonomy aligned)																				
Production of electricity from solar PVs (D.35.1.1)	4.1	0	0	0						N	N		N		N	N	0			
Manufacturing of plastics in primary form (C.20.1.6)	3.17	1.35	1%	1%						N	N	N		N	N	N	1%			
Opex of environmentally sustainable activities(taxonomy aligned)(A.1)		1.35	1%	1%													1%			
A2. Taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)		0	0																	
Opex of taxonomy-eligible activities but not environmentally sustainable (not taxonomy-aligned activities)(A.2)		0	0														0			
Total A.1. + A.2.		1.35	1%														1%			
B. Taxonomy-non-eligible activites																				
Opex of non-eligible activities (B)		119.08	99%																	
Total A+B		120.43	100%																	

Taxonomy Alignment Assessment

Significant contribution

In order to determine whether an economic activity is aligned with the Taxonomy Regulation, it must first of all comply with the first requirement as described in the Taxonomy Regulation, the significant contribution to one or more of the environmental objectives. **The identified eligible activities, namely the production of electricity using solar photovoltaic technology (D.35.1.1) and the manufacture of plastics in primary form (C.20.1.6) contribute significantly to the mitigation of climate change.** The first because the Construction or operation of electricity production facilities that generate electricity using solar photovoltaic (PV) technology constitutes as an economic activity an integral element of the "Installation, maintenance and repair of renewable energy technologies", and is subject to the technical control criteria specified from this activity and the second because Sarantis Group produces recycled plastic granule from plastic waste.

Do not significant harm (DNSH)

For all economic activities where we can demonstrate a significant contribution to mitigating climate change, we further analyze the DNSH criteria. This assessment is carried out in areas where we carry out the corresponding economic activity within the EU. For all economic activities where we can demonstrate a significant contribution to the mitigation of climate change, we further analyze the DNSH criteria. This assessment is carried out in areas where we carry out the corresponding economic activity within the EU.

Do not significant harm (DNSH) – Adaptation to Climate Change

Economic Activities (D.35.1.1.) and (C.20.1.6)

For each of the activities that contribute to the mitigation of climate change, a natural climate risk assessment was carried out in accordance with Annex A of the supplementing climate delegated regulation under the Taxonomy.

Do not significant harm (DNSH) – Water & Marine resources

Economic Activity (C.20.1.6)

The supplementing climate delegated regulation under the Taxonomy does not provide technical screening Criteria regarding the sustainable use and protection of water and marine resources for our activity D.35.1.1.

However, for the activity (C.20.1.6) we have carried out an Environmental Impact Assessment which includes an assessment of the impact on the water-aquifer which proves that our activity does not cause a significant burden on the Sustainable use and protection of water and marine resources.

Do not significant harm (DNSH) – Circular economy

Economic Activity (D.35.1.1)

The solar photovoltaic panels we use in our factory at Oinofyta for activity D.35.1.1. as well as the related mechanical equipment, were purchased from well-known manufacturers who pay due attention to high durability and recyclability. We have carefully considered the durability and recyclability, as well as the disassembly and recycling options of the components when deciding on the technologies and products used.

Also, the supplementing climate delegated regulation under the Taxonomy does not provide technical screening criteria regarding the Transition to a Circular Economy for our activity (C.20.1.6)

Do not significant harm (DNSH) – Pollution

Economic Activity (C.20.1.6)

There are no technical screening Criteria regarding pollution prevention and control for our activity D.35.1.1.

However, for the activity (C.20.1.6) it is demonstrated that we do not cause a significant burden to Pollution Prevention and Control as we are compliant with Annex C for the criteria of not causing a significant burden to Pollution Prevention and Control as presented in Commission Regulation (EU) 2021/2139.

Do not significant harm (DNSH) – Biodiversity & ecosystems

Economic Activities (D.35.1.1.) and (C.20.1.6)

Regarding activities D.35.1.1. and C.20.1.6 our facilities are not located in or near biodiversity sensitive areas.

Minimum Safeguards

The final step in aligning activities to the Taxonomy Regulation is full alignment and compliance with minimum safeguards. Minimum safeguards include all procedures in place to ensure that economic activities are conducted in line with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGPs), including the principles and the rights set out in the eight fundamental conventions identified in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the International Declaration of Human Rights. The scope of the Minimum Safeguards covers the following four issues: Human rights (including labor and consumer rights), Corruption and bribery, Taxation and Fair competition.

We follow a two-step assessment approach to assess compliance with minimum safeguards. On the one hand, we examine whether adequate procedures have been implemented to prevent negative effects (procedures dimension). On the other hand, we assess whether results are monitored to check whether our processes are effective (outcome dimension). At Sarantis Group we deeply understand that the behavior of all employees and other actors in our value chain play an essential role and contribute to the Group's compliance with the minimum safeguards. As a responsible producer of personal care and household products on a global scale, we follow the principles of ethical business conduct for our daily business activities as presented in the Sarantis Group Code of Ethics.

Sarantis Group ensures that its activities are aligned with the 17 UN Sustainable Development Goals and contribute to national energy goals. As part of the Group's Sustainable Development Policy, corporate responsibility is aligned with ESG principles and applied to the four dimensions of minimum safeguards. Annual training is part of our business strategy and is mandatory for our employees. We expect the same ethical business behavior from our supply chains and partners as we do from our own business entities, as they must be compliant with our Code of Corporate Conduct in order to do business with us. Therefore, the minimum safeguards requirements are a major part of our business contracts and Sarantis Group's purchasing regulation policy.

The Group's code of ethics supports the promotion and enforcement of practices related to human rights, ethics, anti-corruption and bribery, environmental protection, safety, meritocracy and transparency, product and service quality and fair competition, which are also transferred to our partners/suppliers as they must be compatible with the regulations indicated by the Group's Code of Corporate Ethics and respect its values. Finally, we regularly assess incoming complaints of harmful behavior on various ethics, integrity and compliance issues (including the four issues covered by the minimum safeguards) and assess any necessary adjustments to our processes. This process is ensured by having a policy and procedure for handling complaints and reports.

Human rights (including labor and consumer rights)

Based on the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises, including the OECD Due Diligence Guidance for Responsible Business Conduct, we have implemented a robust approach to identify, prevent and remedy any existing and potential negative impacts on human rights. Our position on human rights exists within our Code of Corporate Conduct. Our strategy to combat human rights violations is based on impact analysis. The impact analysis concerns our own subsidiaries. Our procedures ensure that corrective action is taken immediately if a serious human rights violation occurs and that affected individuals are provided with what is required. The effectiveness of our processes is monitored through on-site and on-site inspections by our own staff on a regular basis. Anyone who feels that their human rights have been violated by activities of Sarantis Group or by anyone in our value chain can contact us through our complaints and reports mechanism. For the fiscal year 2022, Sarantis Group has not been convicted of a violation of labor law or human rights.

Corruption and bribery

Anti-corruption is a key part of our business strategy and our Code of Conduct. To prevent and deal with corrupt practices, Sarantis Group develops, where necessary and after a risk assessment, specific control measures in all its activities to prevent and avoid acts of corruption and bribery. In this context, within our Code of Ethics there is a note on the prevention of corruption and bribery that is communicated to our employees and partners. For the financial year 2022, no complaints/incidents of corruption and bribery have been reported.

Taxation

In line with our ethical business values, tax governance and compliance is a central concern of ours, therefore we are committed to complying with all applicable tax laws and regulations. The tax governance framework is based on the assessment of selected relevant risks and the implementation of the relevant safeguards while coordinated by a team of our specialized staff, who work closely with the management of the Sarantis Group. Our approach to tax compliance is transparent and complies with our Code of Conduct. Within the fiscal year 2022, the Sarantis group has not been convicted of a serious violation of tax law.

Fair competition

Our operations are conducted while maintaining full compliance with all applicable competition laws and regulations. With our guidelines for fair competition and ethical business conduct, we seek to achieve and continue fair competition for the entire Group by creating a corresponding corporate philosophy. Awareness of the anti-competition law risks of our business activities is of particular importance to ensure fair competition. For the financial year 2022, Sarantis Group has not been convicted of a violation of competition law.

Accounting Policy

The figures presented in this report have been calculated and are presented in accordance with the International Financial Reporting Standards (IFRS). Their preparation requires estimations during the application of the Group's accounting principles. Important assumptions are made wherever deemed appropriate.

In the present report we present the following KPIs: the proportion of the total turnover from the sale of goods, as well as the total capex and opex of the Group's economic activities that correspond to activities eligible for EU Taxonomy purposes according to the description of these activities and taking into account the respective NACE activity codes, as these are presented in the Delegated Act 2021/2139/EU.

Since we are currently in the first period of implementation of the Taxonomy framework (1/1 – 31/12/2022), the Group's economic activities were reviewed and ultimately included/excluded solely on eligibility basis and their alignment against the technical screening criteria provided in the related Delegated Acts.

Taking into consideration the above, the presented proportions have been calculated using the following approach:

- **KPI - Proportion of the total turnover:** It was calculated based solely on the total net turnover from the sale of goods. The numerator includes only the activities that are considered aligned with the Taxonomy regulation and under the condition that the related revenue is not intended for own use or intergroup transactions.
- **KPI - Proportion of the total capex:** It was calculated based on the capitalized expenses incurred for additions to assets or processes corresponding to aligned economic activities. The numerator includes only the activities that are considered aligned with the Taxonomy regulation.
- **KPI- Proportion of the total opex:** It was calculated based on the operating expenses related to the repair and maintenance of assets or processes corresponding to aligned economic activities. The numerator includes only the activities that are considered to be aligned with the Taxonomy regulation.

2.14 ALTERNATIVE PERFORMANCE MEASURES ("APM")

The Group utilizes Alternative Performance Measures (APM) in the context of its decision making with regard to the financial, operational and strategic planning as well as for the evaluation and public disclosure of its performance. These APM serve and facilitate the best understanding of the financial and operating results of the Group, its financial position and the statement of cash flows. The Alternative Performance Measures (APM) should be always taken into consideration along with the financial results which have been prepared in accordance with the IFRS whereas in no case they replace IFRS.

Definitions and reconciliation of Alternative Performance Measures ("APM")

The financial figures below present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market.

a) <u>Profitability ratios</u>

The Group utilizes the following profitability ratios for the purpose of the full analysis of its operating results:

EBITDA (Earnings before interest, taxes, depreciation and amortization)

EBITDA is calculated from the annual financial statements as follows: "Gross operating earnings" plus "Other operating income" minus the "Administrative Expenses" and the "Distribution Expenses" prior to depreciation and amortization. The depreciation and amortization for the Group are presented in the paragraph "Table of Changes in Fixed Assets" of the financial statements.

(Euro million)	**FY 2022**	**FY 2021**
Gross operating earnings	151.81	143.53
Other operating income	0.86	0.92
Administrative expenses	20.52	18.94
Distribution expenses	99.91	90.52
Depreciation and amortization	13.30	12.87
Earnings before interest, taxes, depreciation and amortization	**45.53**	**47.86**

EBIT (Earnings before interest and taxes)

EBIT equals with the operating earnings of the Group as they are recorded in the annual financial statements.

EBT (Earnings before taxes)

EBT equals with the earnings deriving before the deduction of taxes from the annual financial statements.

Net Income (Net earnings)

It equals with the earnings after the deduction of taxes as they are recorded in the financial statements. These earnings are distributed to the shareholders of the parent company.

Profitability Margins

For all the above profitability figures, the corresponding profit margin is calculated by dividing each figure with the total turnover.

(Euro million)		**FY 2022**	**Margin**	**FY 2021**	**Margin**
EBITDA	**Earnings before interest, taxes, depreciation and amortization**	45.53	10.23%	47.86	11.78%
EBIT	**Earnings before interest and taxes**	32.24	7.24%	34.99	8.61%
EBT	**Earnings before taxes**	31.76	7.14%	37.72	9.29%
Net Income	**Net Earnings**	26.27	5.90%	31.01	7.63%

b) <u>Net Debt</u>

The net debt comprises a figure which depicts the capital structure of the Group. It is calculated by adding the long-term loans and the short-term loans then by deducting the cash and cash equivalents and other financial assets, such as the "Financial Assets at fair value through results", since they are considered to be liquid items. The relevant calculations are presented in the following table:

(Euro million)	FY 2022	FY 2021
Long-term loans	20.71	43.97
Short-term loans	27.36	12.57
Cash and cash equivalents	60.68	45.81
Other financial assets	2.74	4.77
Net Debt	**-15.35**	**5.96**

Marousi, March 27th 2023

The Board of Directors

THE CHAIRMAN OF THE BOARD	CHIEF EXECUTIVE OFFICER & BOARD MEMBER	THE FINANCE DIRECTOR & BOARD MEMBER
GRIGORIS SARANTIS	KYRIAKOS SARANTIS	KONSTANTINOS ROZAKEAS
ID No. X 080619/03	ID No. AI 597050/2010	ID No. AK 783631/13

3. INDEPENDENT AUDITOR'S REPORT

To the Shareholders of "Gr. Sarantis SA"

Report on the Audit of the Separate and Consolidated Financial Statements

Opinion

We have audited the accompanying separate and consolidated financial statements of the Company "Gr. Sarantis SA" (the Company), which comprise the separate and consolidated statement of financial position as at December 31, 2022, and the separate and consolidated statements of comprehensive income, changes in equity and cash flow for the year then ended, as well as a summary of significant accounting policies and other explanatory notes.

In our opinion, the accompanying separate and consolidated financial statements present fairly, in all material respects, the financial position of the Company "Gr. Sarantis SA" and its subsidiaries (the Group) as of December 31, 2022, and of their financial performance and their cash flows for the year then ended in accordance with International Financial Reporting Standards as endorsed by the European Union.

Basis for Opinion

We conducted our audit in accordance with the International Standards on Auditing (ISAs) as incorporated in Greek Legislation. Our responsibilities, under those standards are described in the "Auditor's Responsibilities for the Audit of the separate and consolidated financial statements" section of our report. During our audit, we remained independent of the Company and the Group, in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) as incorporated in Greek legislation and the ethical requirements relevant to the audit of the separate and consolidated financial statements in Greece and we have fulfilled our responsibilities in accordance with the provisions of the currently enacted law and the requirements of the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the separate and the consolidated financial statements of the current period. These matters and the related risks of material misstatement were addressed in the context of our audit of the separate and the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

Key audit matter	Audit response
Assessment of goodwill impairment As it is presented in note 4.10.3 of the financial statements, the book value of the goodwill in the balance sheet of the Group and the Company on 31st December 2022 amounts to € 7,631 k. and € 1,100 k. respectively.	Our audit approach was based on the audit risk and includes, among other, the performance of the following procedures: - We obtained the impairment estimate that was prepared by the management and

The goodwill is tested for impairment at least on an annual basis. This review includes estimates based on assumptions of future cash flows, including the assumptions in relation to revenue growth, profit margins and projected cash flows, the selection of the appropriate discount rates and the assessment of the cash generation units of the Group and the Company. Due to the significance of the value of the above item, the subjectivity with regard to the assumptions of the management and the significant judgments and estimates that are being made for the determination of the recoverable amount, we consider the evaluation of the potential goodwill impairment as one of the most significant issues within our audit. The disclosures of the Group and the Company with regard to the accounting policy, as well as the judgments and estimates that were utilized during the assessment of goodwill impairment are included in notes 4.7.6, 4.8.4 and 4.10.3 of the financial statements.	we assessed the judgments, estimates and assumptions with regard to the future cash flows, the prospective growth rates in sales value and volume, the expected growth rates as well as the discount rate used for the cash flows of the Cash Generating Units. In the context of our assessment, we utilized historic data. - We assessed the consistency between the years, the methods, the assumptions and the calculations which are being followed by the Group and the Company, and the extent to which the management has taken into account any events within the year and after the year end which affect the environment or the conditions and the elements which in turn affect the assumptions used or changes in business practices, accounting principles and policies that affect the calculations. - We assessed the adequacy and the appropriateness of the relevant disclosures in the financial statements.
Inventory Valuation As it is presented in note 4.10.4 of the financial statements, the value of the inventory on the balance sheet of the Group and the Company on 31th December 2022, amounts to € 109,557 k. and € 47,435 k. respectively. Against these inventories balances, the Group and the Company have recognized impairment provisions of €1,419 k. and € 781 k. respectively. The Group and the Company values the inventory at the lowest price between their acquisition cost and their net residual value. The net residual value is the estimated sales price during the normal course of the Group's and Company's activities, minus the estimated cost which is deemed as necessary for the realization of the sale.	Our audit approach was based on the audit risk and includes, among other, the performance of the following procedures: - We partially attended the process of inventory physical counting that took place at Group's and Company's warehouses in order to examine, in a sampling basis, the inventories' condition. - For a sample of inventory codes, we recalculated the net realizable value based on the average sales of the period as well as of the period after the end of the reporting period and we compared it with the year-end cost. - For inventories of a limited economic life

Based on the above, the Group's management performs estimates for the calculation of the provision for obsolete inventories, based on the maturity of the inventory, their movement during the year as well as the respective planning for the following period and estimation of future selling prices. Due to the significance of the value of inventory at the year end and the management's judgments and estimates in the determination of the net residual value, we deem that the proper valuation of the inventory comprises one of the most significant issues of our audit. The Group's and Company's disclosures regarding the accounting policy that is utilized for the valuation of the inventory is included in the notes 4.7.6, 4.8.9 and 4.10.4 of the financial statements.	due to maturity, we ascertained the proper calculation of the impairment provision and the appropriate presentation in the financial statements. - We assessed the management's estimations reviewing historical data and reports, regarding the maturity of the inventory, the write-offs and the selling prices of the inventories. - We assessed the adequacy and the appropriateness of the relevant disclosures in the financial statements.
Recoverability of Trade Receivables As it is presented in note 4.10.5 of the financial statement, the value of the trade receivables in the balance sheet of the Group and the Company on 31th December 2022 amounts to € 103.122 k. and € 56,894 k. respectively. Against these trade receivables the Group and the Company have recognized impairment provisions of € 4,698 k. and € 3,628 k. respectively. The management assesses the recoverability of the Group's and Company's trade receivables and assesses the required provision of bad debts for the expected credit losses. The management assesses the estimated provision based on the targeted review of customer accounts taking into consideration its experience in relation to the current economic conditions as well as the guarantees which have been acquired from specific customers.	Our audit approach was based on the audit risk and includes, among other, the performance of the following procedures: - We obtained an understanding of the Group's process to monitor trade receivables, and of the factors considered in estimating the provision for impairment. We evaluated whether the process is in line with the relevant accounting standards. - For a representative sample of receivable cheques we executed procedures for the collection of the year end balances after the date of the financial statements. - We assessed the management's estimation regarding the recoverability of the trade receivables, taking into consideration the aging analysis, any guarantees that have been granted from the customers.

Due to the significance of the value of trade receivables and the fact that the assessment of impairment requires a significant degree of judgment from the management regarding the assessment of the ability of the client to repay, the expected collection time, the value of the warranties held and future market conditions, we consider that the recoverability of the Group's and Company's trade receivables is one of the most significant matters of our audit. The Group's and Company's disclosures with regard to the trade receivables, the related risks such as the credit risk and the aging of trade receivables, are included in notes 4.7.6, 4.8.12 and 4.10.5 of the financial statements.	- We obtained and reviewed the letters of the legal advisors with regard to the recoverability of the trade receivables. - On a sample basis, we confirmed the accuracy and completeness of the data used by the management in the calculation of expected credit losses. - We assessed the adequacy and suitability of the relevant disclosures in the financial statements.

Other Information

Management is responsible for the other information. The other information is included in the Board of Directors' Report, as referred to the "Report on other Legal and Regulatory Requirements" section, in the Declaration of the Board of Directors Representatives, but does not include the financial statements and our auditor's report thereon, which we obtained prior to the date of this auditor's report, and the "Corporate Responsibility & Sustainability Report", which is expected to be made available to us after this date.

Our opinion on the separate and consolidated financial statements does not cover the other information and we will not express any form of assurance conclusion thereon.

In connection with our audit of the separate and consolidated financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the separate and consolidated financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. When we read the "Corporate Responsibility & Sustainability Report", if we conclude that there is a material misstatement therein, we are required to communicate this matter to those charged with governance and, depending on the case, to proceed in further action in compliance with relevant legislation.

Responsibilities of Management and Those Charged with Governance for the separate and consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the separate and consolidated financial statements in accordance with International Financial Reporting Standards, as endorsed by the European Union, and for such internal control as Management determines is necessary to enable the preparation of separate and consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the separate and consolidated financial statements, Management is responsible for assessing the Company's and Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless, management either intends to liquidate the Company and the Group or to cease operations, or has no realistic alternative but to do so.

The Audit Committee (art. 44 of Law 4449/2017) of the Company is responsible for overseeing the Company's and the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the separate and consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the separate and the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, as incorporated in Greek Legislation, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these separate and consolidated financial statements.

As part of an audit in accordance with ISAs as incorporated in Greek Legislation, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the separate and consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the separate and consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company and the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the separate and consolidated financial statements, including the disclosures, and whether the separate and consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the separate and consolidated financial statements. We are responsible for the direction, supervision and performance of the audit of the Company and the Group. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the separate and consolidated financial statements of the current period and are therefore the key audit matters.

Report on Other Legal and Regulatory Requirements

1) Board of Directors' Report

Taking into consideration that management is responsible for the preparation of the Board of Directors' Report which also includes the Corporate Governance Statement, according to the provisions of paragraph 5 of article 2 of L. 4336/2015 (part B), we note that:

a) The Board of Directors' Report includes the Corporate Governance Statement which provides the information required by Article 152 of Law 4548/2018.

b) In our opinion the Board of Directors' Report has been prepared in accordance with the applicable legal requirements of articles 150-151 and 153-154 and paragraph 1 (cases c' and d') of article 152 of Law 4548/2018 and its content is consistent with the accompanying separate and consolidated financial statements for the year ended 31.12.2022.

c) Based on the knowledge we obtained during our audit about the company "Gr. Sarantis SA" and its environment, we have not identified any material inconsistencies in the Board of Directors' Report.

2) Additional Report to the Audit Committee

Our audit opinion on the separate and the consolidated financial statements is consistent with our Additional Report to the Audit Committee of the Company, referred to in article 11 of EU Regulation 537/2014.

3) Provision of Non-Audit Services

We have not provided to the Company and the Group any prohibited non-audit services referred to in article 5 of EU Regulation No 537/2014 or other permissible non-audit services.

4) Auditor's Appointment

We were appointed as statutory auditors for the first time by the General Assembly of shareholders of the Company on 26/06/2014. Our appointment has been, since then, uninterrupted renewed by the Annual General Assembly of shareholders of the Company for 9 consecutive years.

5) Bylaws (Internal Regulation Code)

The Company has in effect Bylaws (Internal Regulation Code) in conformance with the provisions of article 14 of Law 4706/2020.

6) Assurance Report on European Single Electronic Format

We examined the digital records of the Company "Gr. Sarantis SA" (Company and/or Group), prepared in accordance with the European Single Electronic Format (ESEF) as defined by the European Commission Delegated Regulation 2019/815, amended by the Regulation (EU) 2020/1989 (ESEF Regulation), which comprise the separate and consolidated financial statements of the Company for the year ended December 31, 2022, in XHTML format (21380078FJXYHFE8KP46-2022-12-31-en.xhtml), as well as the provided XBRL file (21380078FJXYHFE8KP46-2022-12-31-en.zip) with the appropriate mark-up, on the aforementioned consolidated financial statements, including other explanatory information (explanatory notes on the financial statements).

Regulatory Framework

The digital records of the ESEF are prepared in accordance with the ESEF Regulation and the Commission Interpretative Communication 2020/C379/01 of November 10, 2020, in conformance with Law 3556/2007 and the relevant announcements of the Hellenic Capital Market Commission and the Athens Stock Exchange (ESEF Regulatory Framework). In summary, this framework includes, inter alia, the following requirements:

- All annual financial reports shall be prepared in XHTML format.

- For the consolidated financial statements in accordance with IFRS, financial information included in the statements of comprehensive income, financial position, changes in equity and cash flows, as well as the financial information included in the other explanatory information, shall be marked-up with XBRL tags and block tags, in accordance with the effective ESEF Taxonomy. ESEF technical specifications, including the relevant taxonomy, are set out in the ESEF Regulatory Technical Standards.

The requirements set out in the current ESEF Regulatory Framework constitute the appropriate criteria for expressing a conclusion of reasonable assurance.

Responsibilities of Management and Those Charged with Governance for the ESEF Digital Records

Management is responsible for the preparation and submission of the separate and consolidated financial statements of the Company for the year ended December 31, 2022, in accordance with the requirements of ESEF Regulatory Framework, and for such internal control as management determines is necessary to enable the preparation of digital records that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Reasonable Assurance of ESEF Digital Records

Our responsibility is to design and conduct this assurance engagement in accordance with No. 214/4/11-02-2022 Decision of the Board of Directors of the Hellenic Accounting and Auditing Standards Oversight Board (HAASOB) and the "Guidelines on the auditors' engagement and reasonable assurance report on European Single Electronic Format (ESEF) for issuers whose securities are admitted to trading on a regulated market in Greece" as issued by the Institute of Certified Public Accountants of Greece on 14/02/2022 (hereinafter "ESEF Guidelines"), in order to obtain reasonable assurance that the separate and the consolidated financial statements of the Company, prepared by the management in accordance with ESEF are in compliance, in all material respects, with the effective ESEF Regulatory Framework.

We conducted our work in accordance with the Code of Ethics for Professional Accountants (IESBA Code) issued by the International Ethics Standards Board for Accountants, as incorporated in Greek legislation and we have complied with the ethical requirements of independence, in accordance with Law 4449/2017 and EU Regulation 537/2014.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and our procedures are limited to the requirements of ESEF Guidelines. Reasonable assurance is a high level of assurance, but is not a guarantee that this work will always detect a material misstatement of non-compliance with the requirements of ESEF Regulatory Framework.

Conclusion

Based on the procedures performed and the evidence obtained, the separate and consolidated financial statements of the Company for the year ended December 31, 2022, in XHTML format (21380078FJXYHFE8KP46-2022-12-31-en.xhtml), as well as the provided XBRL file (21380078FJXYHFE8KP46-2022-12-31-en.zip) with the appropriate mark-up on the above consolidated financial statements, including other explanatory information, have been prepared, in all material respects, in accordance with the requirements of the ESEF Regulatory Framework.

Ag. Paraskevi, March 28, 2023

Certified Public Accountant

BDO Certified Public Accountant S.A.

449 Mesogion Av,

Athens- Ag. Paraskevi, Greece

Reg. SOEL: 173

Christoforos Achiniotis

Reg. SOEL: 35961

ANNUAL FINANCIAL STATEMENTS

SARANTIS
Great brands for everyday

4. ANNUAL FINANCIAL STATEMENTS

Those responsible for the preparation of the 2022 Annual Financial Statements (01/01/2022 – 31/12/2022) are the signatories at the end of the Financial Statements.

4.1 STATEMENT OF FINANCIAL POSITION

	Note	Group		Company	
Amounts in €		31.12.2022	31.12.2021	31.12.2022	31.12.2021
ASSETS					
Non-current assets		**222,729,930**	**212,667,117**	**200,378,055**	**187,155,150**
Tangible fixed assets	4.10.21	95,269,696	99,899,922	41,001,934	43,110,411
Right of use	4.10.21	16,527,207	11,088,658	10,723,699	4,587,805
Investments in Property	4.10.21	6,704,387	4,632,076	2,430,309	31,857
Intangible assets	4.10.21	57,556,112	59,286,939	28,909,223	30,464,273
Company goodwill	4.10.3	7,631,304	7,662,556	1,100,000	1,100,000
Deferred tax assets	4.10.12	324,944	126,963	0	0
Investments in subsidiaries, associates	4.10.2	0	29,606,078	116,062,279	107,598,517
Other long-term receivables	4.10.5	38,716,279	363,926	150,609	262,288
Current assets		**277,214,294**	**250,272,217**	**165,138,036**	**115,225,509**
Inventories	4.10.4	108,137,662	99,613,527	46,654,686	41,642,311
Trade receivables	4.10.5	98,423,702	91,911,217	53,266,562	43,372,075
Other receivables	4.10.5	7,234,098	8,166,547	39,941,137	5,357,115
Cash & cash equivalents	4.10.6	60,679,908	45,809,278	22,536,726	20,082,361
Financial assets at fair value through profit and loss	4.10.7	2,738,925	4,771,648	2,738,925	4,771,648
Total Assets		**499,944,224**	**462,939,335**	**365,516,091**	**302,380,660**
Shareholders' EQUITY:					
Share capital	4.10.16	54,504,438	54,504,438	54,504,438	54,504,438
Share premium account	4.10.16	40,676,356	40,676,356	40,676,356	40,676,356
Reserves	4.10.20	21,271,949	19,744,904	14,864,966	13,818,124
Profit (losses) carried forward		212,215,328	182,996,596	165,656,763	107,371,318
Total Shareholders' Equity		**328,668,070**	**297,922,293**	**275,702,523**	**216,370,235**
Non controlling interest		**2,076,346**	**2,071,826**		
Total Equity		**330,744,416**	**299,994,119**	**275,702,523**	**216,370,235**
LIABILITIES					
Long-term liabilities		**50,960,819**	**63,071,641**	**33,535,790**	**36,685,620**
Loans	4.10.10	20,710,000	43,973,729	20,710,000	30,385,000
Lease liabilities		12,521,523	7,324,835	8,877,360	3,096,925
Deferred tax liabilities	4.10.12	6,640,470	6,676,942	2,534,141	2,153,149
Provisions for post employment employee benefits	4.10.23	1,574,984	1,196,007	1,414,289	1,050,546
Provisions - Long-term liabilities	4.10.9	9,513,841	3,900,128	0	0
Short-term liabilities		**118,238,990**	**99,873,575**	**56,277,779**	**49,324,805**
Suppliers	4.10.8	70,145,754	68,353,645	37,338,374	29,594,583
Other liabilities	4.10.8	10,957,992	9,282,427	7,089,167	7,166,001
Income taxes - other taxes payable		5,248,564	5,216,265	2,665,091	2,900,381
Loans	4.10.10	27,363,527	12,565,387	7,095,000	7,885,000
Lease liabilities		4,523,153	4,455,850	2,090,147	1,778,839
Total Equity & Liabilities		**499,944,224**	**462,939,335**	**365,516,091**	**302,380,660**

The basic financial statements should be read in conjunction with the attached notes.

4.2 STATEMENT OF COMPREHENSIVE INCOME

Amounts in €	Note	Group						Company	
		01.01-31.12.2022			01.01-31.12.2021			01.01-31.12.2022	01.01-31.12.2021
		Continued Activities	Discontinued Activities	Total Activities	Continued Activities	Discontinued Activities	Total Activities	Total Activities	Total Activities
Revenue	4.10.1	445,069,823	1,337,669	446,407,493	406,259,825	1,939,162	408,198,987	182,672,162	167,902,356
Cost of sales	4.10.14	(293,262,310)	(1,081,740)	(294,344,050)	(262,728,319)	(1,571,373)	(264,299,692)	(121,092,378)	(106,879,558)
Gross operating profit		**151,807,513**	**255,930**	**152,063,442**	**143,531,506**	**367,789**	**143,899,295**	**61,579,783**	**61,022,798**
Income from associates	4.10.2	0	20,311,927	20,311,927	0	11,812,501	11,812,501	0	0
Other operating income		860,861	5	860,866	916,812	122	916,934	3,042,117	1,763,069
Administrative expenses	4.10.14	(20,516,821)	(83,811)	(20,600,632)	(18,943,804)	(117,532)	(19,061,336)	(12,837,112)	(10,354,239)
Distribution expenses	4.10.14	(99,913,627)	(181,322)	(100,094,949)	(90,515,462)	(227,739)	(90,743,202)	(47,849,965)	(46,264,466)
Operating profit (loss)		**32,237,926**	**20,302,729**	**52,540,654**	**34,989,052**	**11,835,140**	**46,824,192**	**3,934,824**	**6,167,162**
Financial Income-Expenses	4.10.15	(416,194)	(937,896)	(1,354,090)	(902,279)	11,294	(890,985)	66,557,528	21,934,046
Gain (loss) from revaluation of fixed assets	4.10.21	(62,143)	0	(62,143)	3,635,244	0	3,635,244	(62,143)	0
Earnings (loss) before taxes		**31,759,589**	**19,364,833**	**51,124,421**	**37,722,017**	**11,846,434**	**49,568,451**	**70,430,209**	**28,101,208**
Income tax	4.10.11	(5,983,537)	(335,671)	(6,319,208)	(5,644,611)	(2,530,485)	(8,175,096)	(376,912)	(1,032,988)
Deferred tax	4.10.11	492,701	109,876	602,578	(758,704)	(37,523)	(796,227)	(421,954)	(127,520)
Earnings (loss) after the deduction of tax (A)		**26,268,753**	**19,139,038**	**45,407,791**	**31,318,702**	**9,278,426**	**40,597,128**	**69,631,343**	**26,940,700**
Owners of the parent		26,272,729	19,139,038	45,411,767	31,013,790	9,278,426	40,292,216	69,631,343	26,940,700
Non controlling interest		(3,976)	0	(3,976)	304,912	0	304,912	0	0
Other Comprehensive Income:									
Items not transferred to the statement of comprehensive income:		**594,445**	**241,698**	**836,143**	**2,122,945**	**1**	**2,122,946**	**(145,228)**	**1,629,796**
Profit from revaluation of fixed assets		926,932	0	926,932	2,254,602	0	2,254,602	0	1,640,857
Deferred tax from revaluation of fixed assets		(169,734)	0	(169,734)	(115,489)	0	(115,489)	0	0
Share of associates' other comprehensive income		0	241,698	241,698	0	1	1	0	0
Profit/Loss from actuarial study		(203,715)	0	(203,715)	(28,352)	0	(28,352)	(186,190)	(23,245)
Actuarial study deferred tax		40,962	0	40,962	5,114	0	5,114	40,962	5,114
Effect from change in tax rate		0	0	0	7,071	0	7,071	0	7,071
Items which may be transferred in future to the statement of comprehensive income:		**(5,328,527)**	**379,892**	**(4,948,635)**	**2,595,145**	**49,538**	**2,644,683**	**0**	**0**
Foreign exchange differences from subsidiaries abroad		(5,328,527)	379,892	(4,948,635)	2,595,145	49,538	2,644,683	0	0
Other total income after taxes (B)		**(4,734,082)**	**621,590**	**(4,112,492)**	**4,718,090**	**49,539**	**4,767,630**	**(145,228)**	**1,629,796**
Total comprehensive income after taxes (A) + (B)		**21,534,671**	**19,760,629**	**41,295,299**	**36,036,793**	**9,327,965**	**45,364,758**	**69,486,115**	**28,570,496**
Owners of the parent		21,530,150	19,760,629	41,290,779	35,604,287	9,327,965	44,932,252	69,486,115	28,570,496
Non controlling interest		4,521	0	4,521	432,505	0	432,505	0	0
Earnings (loss) per share, which correspond to the parent's shareholders for the period	4.10.17	**0.3923**	**0.2858**	**0.6782**	**0.4629**	**0.1385**	**0.6014**	**1.0398**	**0.4021**

The basic financial statements should be read in conjunction with the attached notes.

**The financial figures above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market. Analytical information can be found in the Group's 2022 Financial report in paragraph 4.10.2*

4.3 STATEMENT OF CHANGES IN GROUP'S EQUITY FOR THE PERIOD

Amounts in €	Attributed to shareholders of the parent					Non controlling interest	Total
	Share Capital	**Share Premium**	**Readjustments Reserve and other reservesl**	**Balance of profit / losses**	**Total**		
Balance as at 1 January 2021	**54,504,438**	**40,676,356**	**17,388,834**	**158,026,013**	**270,595,640**	**2,638,737**	**273,234,377**
Total comprehensive income for the period							
Net profit for the period			0	40,292,216	40,292,216	304,912	40,597,128
Other comprehensive income							
Foreign exchange differences			0	2,569,805	2,569,805	74,879	2,644,683
Reserve due to actuarial study			(16,168)		(16,168)		(16,168)
Revaluation of property			2,086,398		2,086,398	52,714	2,139,113
Change from associates			0	1	1		1
Other comprehensive income			**2,070,231**	**2,569,806**	**4,640,036**	**127,593**	**4,767,630**
Other transactions registered in Equity							
Total comprehensive income after taxes			**2,070,231**	**42,862,022**	**44,932,252**	**432,505**	**45,364,758**
Purchase of treasury shares			(629,121)		(629,121)		(629,121)
Distributed dividends			0	(15,000,000)	(15,000,000)		(15,000,000)
Minority interests due to acquisition of interest in a subsidiary			0	(1,975,409)	(1,975,409)	(999,417)	(2,974,826)
Formation of reserves			915,030	(915,030)	0	0	0
Change from subsidiaries			(69)	(1,000)	(1,069)		(1,069)
Other transactions registered in Equity			**285,840**	**(17,891,439)**	**(17,605,599)**	**(999,417)**	**(18,605,016)**
Balance as at 31 December 2021	**54,504,438**	**40,676,356**	**19,744,904**	**182,996,596**	**297,922,293**	**2,071,826**	**299,994,119**
Balance as at 1 January 2022	**54,504,438**	**40,676,356**	**19,744,904**	**182,996,596**	**297,922,293**	**2,071,826**	**299,994,119**
Total comprehensive income for the period							
Net profit for the period			0	45,411,767	45,411,767	(3,976)	45,407,791
Other comprehensive income							
Foreign exchange differences			0	(4,910,527)	(4,910,527)	(38,108)	(4,948,635)
Reserve due to actuarial study			(162,753)		(162,753)		(162,753)
Revaluation of property			710,593		710,593	46,604	757,198
Change from associates			0	241,698	241,698		241,698
Other comprehensive income			**547,841**	**(4,668,829)**	**(4,120,988)**	**8,496**	**(4,112,492)**
Other transactions registered in Equity							
Total comprehensive income after taxes			**547,841**	**40,742,938**	**41,290,779**	**4,521**	**41,295,299**
Purchase of treasury shares			(153,826)		(153,826)		(153,826)
Capital Aggregation Tax		0	0	(115,747)	(115,747)		(115,747)
Distributed dividends			0	(10,000,001)	(10,000,001)		(10,000,001)
Formation of reserves			1,133,030	(1,133,030)	(0)		(0)
Change from subsidiaries			0	(275,429)	(275,429)		(275,429)
Other transactions registered in Equity	**0**	**0**	**979,204**	**(11,524,207)**	**(10,545,003)**		**(10,545,003)**
Balance as at 31 December 2022	**54,504,438**	**40,676,356**	**21,271,949**	**212,215,328**	**328,668,070**	**2,076,346**	**330,744,416**

The basic financial statements should be read in conjunction with the attached notes.

4.4 STATEMENT OF CHANGES IN COMPANY'S EQUITY FOR THE PERIOD

Amounts in €	Attributed to shareholders of the parent				
	Share Capital	Share Premium	Readjustments Reserve and other reservesl	Balance of profit / losses	Total
Balance as at 1 January 2021	**54,504,438**	**40,676,356**	**11,903,109**	**96,344,957**	**203,428,860**
Total comprehensive income for the period					
Net profit for the period			0	26,940,700	26,940,700
Other comprehensive income					
Reserve due to actuarial study			(11,060)		(11,060)
Revaluation of property			1,640,857		1,640,857
Other comprehensive income			**1,629,796**		**1,629,796**
Other transactions registered in Equity					
Total comprehensive income after taxes			**1,629,796**	**26,940,700**	**28,570,496**
Purchase of treasury shares			(629,121)		(629,121)
Formation of reserves (A)			914,339	(914,339)	0
Distributed dividends			0	(15,000,000)	(15,000,000)
Other transactions registered in Equity			**285,218**	**(15,914,339)**	**(15,629,121)**
Balance as at 31 December 2021	**54,504,438**	**40,676,356**	**13,818,124**	**107,371,318**	**216,370,235**
Balance as at 1 January 2022	**54,504,438**	**40,676,356**	**13,818,124**	**107,371,318**	**216,370,235**
Total comprehensive income for the period					
Net profit for the period			0	69,631,343	69,631,343
Other comprehensive income					
Reserve due to actuarial study			(145,228)		(145,228)
Other comprehensive income			**(145,228)**		**(145,228)**
Other transactions registered in Equity					
Total comprehensive income after taxes			**(145,228)**	**69,631,343**	**69,486,115**
Purchase of treasury shares			(153,826)		(153,826)
Distributed dividends			0	(10,000,001)	(10,000,001)
Formation of reserves (A)			1,345,896	(1,345,896)	0
Other transactions registered in Equity			**1,192,071**	**(11,345,897)**	**(10,153,827)**
Balance as at 31 December 2022	**54,504,438**	**40,676,356**	**14,864,966**	**165,656,763**	**275,702,523**

The basic financial statements should be read in conjunction with the attached notes.

4.5 STATEMENT OF CASH FLOWS

Amounts in €	Group		Company	
	01.01 - 31.12.2022	**01.01 - 31.12.2021**	**01.01 - 31.12.2022**	**01.01 - 31.12.2021**
Operating Activities				
Earnings / (loss) before tax (continuing activities)	31,759,589	37,722,017	70,430,209	28,101,208
Earnings / (loss) before tax (discontinued activities)	19,364,833	11,846,434	0	0
Plus/minus adjustments for:				
Depreciation/Amortization	13,295,262	12,866,972	7,229,595	6,905,388
Impairment of fixed assets	58,212	(3,635,244)	58,212	0
Foreign Exchange differences	(846,910)	425,636	56,399	15,005
Results (income, expenses, profits and losses) from investing activities	(1,798,805)	(1,534,353)	(67,782,103)	(23,074,114)
Interest expense and related expenses	2,975,039	1,710,788	1,174,064	1,162,845
Decrease / (increase) in inventories	(10,576,021)	9,758,805	(5,012,376)	7,616,139
Decrease / (increase) in receivables	(7,138,772)	(1,432,805)	(8,404,065)	(56,870)
Decrease) / increase in liabilities (other than to banks)	5,725,723	2,352,483	8,449,912	254,505
Less:				
Interest and related expenses paid	(2,884,343)	(1,847,011)	(946,800)	(1,073,444)
Tax paid	(7,712,271)	(5,950,328)	(1,217,496)	(795,758)
Operating flows from discontinued operations	(19,447,754)	(11,824,314)	0	0
Total inflows / (outflows) from operating activities (a)	**22,773,780**	**50,459,081**	**4,035,551**	**19,054,905**
Investing Activities				
Acquisition/Sale of subsidiaries, associates, joint ventures and other investments	16,799,804	(1,681,255)	(5,564,779)	(1,688,378)
Purchase of tangible and intangible fixed assets	(10,971,044)	(30,500,356)	(4,774,832)	(7,364,413)
Proceeds from sale of tangible and intangible assets	4,759,411	126,419	19,228	63,523
Interest received	342,819	163,599	177,156	151,078
Dividends received	0	0	30,585,403	22,471,871
Proceeds from grants	4,221,365	1,263,051	0	0
Investment flows from discontinued operations	0	5,251,569	0	0
Total inflows / (outflows) from investing activities (b)	**15,152,355**	**(25,376,973)**	**20,442,176**	**13,633,682**
Financing Activities				
Proceeds from loans granted / assumed	15,019,709	33,917,651	10,000,000	22,000,000
Payment of borrowings	(23,131,610)	(33,730,000)	(20,465,000)	(33,730,000)
Payment of lease liabilities	(4,460,288)	(4,449,083)	(1,635,682)	(1,721,858)
(Payments) / Proceeds from (purchase) / sale of treasury shares	(153,826)	(629,121)	(153,826)	(629,121)
Dividends paid towards the shareholders of the parent	(9,768,855)	(14,662,991)	(9,768,855)	(14,662,991)
Total inflows / (outflows) from financing activities (c)	**(22,494,868)**	**(19,553,544)**	**(22,023,362)**	**(28,743,970)**
Net increase / (decrease) in cash and cash equivalents (a+b+c)	**15,431,266**	**5,528,564**	**2,454,365**	**3,944,617**
Cash and cash equivalents at beginning of period	45,809,278	40,595,341	20,082,361	16,137,744
Effect from foreign exchange differences due to translation to euro	(560,637)	(314,626)	0	0
Cash and cash equivalents at the end of the period	**60,679,908**	**45,809,278**	**22,536,726**	**20,082,361**

The basic financial statements should be read in conjunction with the attached notes.

**The financial figures above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market. Analytical information can be found in the Group's 2022 Financial report in paragraph 4.10.2*

4.6 NOTES ON THE ANNUAL FINANCIAL STATEMENTS

4.6.1 The Company

Gr. Sarantis SA (the Company) has the legal form of a société anonyme and is the parent company of the Gr. Sarantis SA Group (the Group).

The Company's domicile is located at 26 Amarousiou – Chalandriou Street, Marousi Greece, The Company's central offices are also located at the same address.

The shares of Gr. Sarantis SA are listed on the main market of the Athens Exchange.

4.6.2 Group's Structure

The Group's companies, which are included in the consolidated financial statements, are the following:

GROUP STRUCTURE				
Company	**Domicile**	**Direct Participation Percentage**	**Indirect Participation Percentage**	**Total**
Full Consolidation Method				
GR. SARANTIS S.A.	GREECE	PARENT		
SARANTIS BULGARIA LTD	BULGARIA	100.00%	0.00%	100.00%
SARANTIS ROMANIA S.A.	ROMANIA	100.00%	0.00%	100.00%
SARANTIS BELGRADE D.O.O.	SERBIA	100.00%	0.00%	100.00%
SARANTIS BANJA LUKA D.O.O.	BOSNIA	0.00%	100.00%	100.00%
SARANTIS LJUBLJANA D.O.O.	SLOVENIA	0.00%	100.00%	100.00%
SARANTIS SKOPJE D.O.O.	F.Y.R.O.M.	0.00%	100.00%	100.00%
SARANTIS POLSKA S.A.	POLAND	100.00%	0.00%	100.00%
POLIPAK SP. Z.O.O.	POLAND	0.00%	80.00%	80.00%
SARANTIS CZECH REPUBLIC sro	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS HUNGARY Kft.	HUNGARY	100.00%	0.00%	100.00%
ZETAFIN LTD	CYPRUS	100.00%	0.00%	100.00%
ZETA COSMETICS LTD	CYPRUS	0.00%	100.00%	100.00%
WALDECK LTD	CYPRUS	0.00%	100.00%	100.00%
ELODE FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS FRANCE S.A.R.L	FRANCE	100.00%	0.00%	100.00%
SARANTIS PORTUGAL Lda	PORTUGAL	100.00%	0.00%	100.00%
ASTRID T.M. A.S.	CZECH REPUBLIC	100.00%	0.00%	100.00%
SARANTIS SLOVAKIA S.R.O	SLOVAKIA	0.00%	100.00%	100.00%
IVYBRIDGE VENTURES LTD	CYPRUS	100.00%	0.00%	100.00%
ERGOPACK LLC	UKRAINE	0.00%	100.00%	100.00%

On June 15, 2022, the Group entered into an agreement to sell its 49% participation in ELCA Cosmetics Ltd and its subsidiaries (ESTEE LAUDER HELLAS S.A., ESTEE LAUDER BULGARIA EOOD and ESTEE LAUDER ROMANIA S.A.) to ESTEE LAUDER EUROPE for an aggregate price of € 55.2m

In addition, in May 2022 the new company SARANTIS LJUBLJANA D.O.O. was established. with share capital worth €40,000 in which the subsidiary of the SARANTIS BELGRADE D.O.O. Group participates 100%.

Finally, the Company's Board of Directors during its meeting on October 3rd 2022 decided to permanently withdraw from the Russian market in the context of the crisis between Ukraine and Russia, as based on the evolution of the war, there was no possibility of exercising control and management of the subsidiary's operations in Russia.

The company was active in the Russian market through its 100% indirect subsidiary HOZTORG LLC., a commercial business.

Business activity

The Group is active in the production and trade of cosmetics, household products and parapharmaceutical items.

The Group's basic activities have not changed since the previous year.

4.7 BASIS FOR THE PREPARATION OF THE INTERIM CONDENSED FINANCIAL STATEMENTS

4.7.1 Compliance with IFRS

The consolidated and individual financial statements of "GR. SARANTIS S.A." are in accordance with the International Financial Reporting Standards (IFRS), which have been issued by the International Accounting Standards Board (IASB) as well as their interpretations, which have been issued by the International Financial Reporting Interpretations Committee (IFRIC) of IASB that have been adopted by the European Union.

4.7.2 Basis for the preparation of the financial statements

The consolidated and parent financial statements of "GR. SARANTIS SA" have been compiled on the basis of the "going concern" principle as well as on the basis of the historical cost principle, apart from the financial assets at fair value through results, available for sale, which based on the requirements of IFRS are recorded at fair value.

4.7.3 Approval of financial statements

The annual consolidated financial statements have been approved by the Company's Board of Directors on March 27th 2023 and are subject to the approval of the Annual Shareholders General Meeting.

4.7.4 Covered period

The present annual consolidated financial statements include the financial statements of "GR. SARANTIS S.A." and its subsidiaries, which together are referred to as the Group, and cover the period from January 1st 2022 to December 31st 2022.

4.7.5 Presentation of the financial statements

The present financial statements are presented in €, which is the Group's operating currency, namely the currency of the primary economic environment in which the parent Company operates.

4.7.6 Significant judgments and estimations by Management

The Group and the Company make estimates and assumptions related to the future. Therefore these estimates will rarely be identical to actual events. Estimates and assumptions that involve a significant revaluation risk in the book value of assets and liabilities in the subsequent period are reported below.

Estimates and assumptions are continually revalued and rely on past evidence and experience as adjusted in line with current market conditions and other factors including expectations for future events that are considered reasonable under current circumstances. The actual results may differ from the above estimates under different assumptions or conditions. Significant accounting estimates and assumptions relating to future and other principal sources of uncertainty at the date of preparation of the financial statements that present a significant risk of causing material adjustments to the book values of assets and liabilities in the next financial year are as follows:

Impairment of goodwill

The Group and the Company assess whether there is impairment of goodwill at least on an annual basis. Therefore, it is necessary to estimate the value in use of each cash-generating unit to which goodwill has been allocated. Estimated value in use requires the Group and the Company to estimate the future cash flows of the cash-generating units and to select the appropriate discount rate, based on which the present value of the future cash flows will be determined. An analysis of impairment testing is included in note 4.10.3.

Estimation of the useful life of assets

The Group and the Company value the useful lives of tangible and intangible fixed assets. These estimates shall be reviewed at least on a yearly basis taking into account new circumstances and market conditions.

Own used assets

With respect to land and plots, fair value is determined by approved independent appraisers based on international rules and guidelines (e.g. RICS Valuation - Professional Standards 2017), taking into account comparative evidence of recent or past real estate prices in the wider real estate area as well as its specific features such as location, size, quality construction and maintenance status. These estimates are reassesse, at regular intervals.

On 31/12/2022, a valuation was carried out by an approved appraiser for buildings and land plots in the Company as well as the Company's subsidiaries in Poland and Ukraine.

Investment property

The fair value determination is carried out by approved independent appraisers based on international rules and guidelines (e.g. RICS Valuation - Professional Standards 2017), taking into account comparative evidence of recent or past real estate prices in the wider real estate area as well as its specific features such as location, size, quality construction and maintenance status. These estimates are reassessed on at least a yearly basis.

Assets with right of use

The Group's most significant estimates regarding right of use assets relate to: the determination of the existence of leases in specific transactions, the terms of renewal of leases and the determination of the discount rate.

Provision for income tax

The income tax provision under IAS 12 "Income Taxes" relates to the amounts of taxes that are expected to be paid to the tax authorities and includes the provision for current income tax and the provision for any additional taxes that may arise as a result of control by the tax authorities. Group companies are subject to different income tax laws and therefore significant management assessment is required to determine the Group's income tax income. Income tax expense may differ from these estimates due to future changes in tax legislation, significant changes in the laws of the countries in which the Group and the Company operate or unforeseen consequences from the final determination of the tax liability of each fiscal year by the tax authorities .These changes may have a significant impact on the Group's and Company's financial position. In the event that the resulting additional taxes are different from the amounts initially recorded, these differences will affect income tax and deferred tax provisions in the use that has been made to determine tax differences.

Deferred tax receivables

Deferred tax assets and liabilities are recognized in the event of temporary differences between the book value and the tax base of assets and liabilities using the tax rates that have been enacted and are expected to apply in the periods when those differences are expected to be eliminated. Deferred tax receivables are recognized for all deductible temporary differences and tax losses transferred to the extent that it is probable that taxable profit will be available and will be used against the deductible temporary differences and the transferred unused tax losses. The Group and the Company take into account the existence of future taxable income and follow a continuous conservative tax planning strategy in assessing the recovery of deferred tax receivables. Accounting estimates related to the deferred tax receivables require the management to make assumptions about the timing of future events, such as the probability of expected future taxable income and the available tax planning capabilities.

Inventories

Inventories are valued at the lower of their acquisition cost and their net realizable value. Net realizable value is the estimated selling price in the ordinary course of business of the Group companies less the estimated cost necessary to make the sale. The management of the Group makes estimates for the calculation of any provision for impairment of inventories, including, but not limited to, the maturity of inventories, their movement through use, planning for the next period, and an estimate of the future selling price. Regarding the provision for impairment due to obsolescence for the FY 2022 see paragraph 4.10.4.

Provisions for expected credit losses from customer receivables and contract assets

The Group applies the simplified approach of IFRS 9 for the calculation of expected credit losses, according to which the provision for impairment is always measured at the amount of the expected credit losses over the life of the receivables from customers. At each balance sheet date, the historical percentages used and the estimates of the future financial situation are updated.

The correlation between the historical data, the future financial situation and the expected credit losses includes significant estimates. The amount of expected credit losses depends to a large extent on the changes in the conditions and forecasts of the future financial situation. In addition, past experience and forecasts for the future may not lead to conclusions indicative of the actual amount of customer default in the future. Additional analysis is included in Note 4.10.5.

Liabilities in relation to post-employment benefits

The present value of the pension benefits of defined benefit plans is based on a number of factors identified using actuarial methods and assumptions. Such actuarial assumptions are the discount rate used to calculate the cost of provision and the rate of wage increases. Any changes in these assumptions will affect the balance of pension liabilities. The Company determines the appropriate discount rate at the end of each financial year. This is defined as the interest rate that should be used to determine the present value of future cash flows that are expected to be required to meet pension plan liabilities. In determining the appropriate discount rate, the Company uses the interest rate on low-risk corporate bonds that are converted into the currency in which the liability will be paid and whose maturity date is close to that of the relevant pension liability. Additional analysis is included in note 4.10.23.

Business combinations

When acquiring a company, the fair value and useful life of the acquired tangible and intangible assets are determined, where estimations are required. Future events could cause changes in the assumptions used by the Group, which could have an impact on the Group's results and equity.

Contingent liabilities

The Group and the Company are involved in various disputes and legal proceedings. The Group and the Company review the status of each significant case on a periodic basis and evaluate the potential economic risk, based on the views of legal advisers. If the potential loss from any litigation or legal case is considered probable and the amount can be estimated reliably, the Group and the Company calculate a provision for the estimated loss. Both the determination of the probability and the determination of whether the risk can be reliably estimated require the management's judgment to a significant degree. When additional information becomes available, the Group and the Company reconsider the probable liability for outstanding litigation and legal affairs and may review the estimates of the probability of an adverse effect and the related estimate of potential loss. Such revisions to the estimates of the probable liability may have a material effect on the Group's and Company's financial position and results.

4.7.7 Significant Accounting Policies

The significant accounting policies that were adopted in the preparation of the financial statements of the Group are presented in the note 4.8. The policies are applied on a consistent manner for all annual periods unless it is stated otherwise.

Changes in accounting policies

a. New Accounting Standards, amendments of standards and Interpretations adopted by the company

IFRS	IASB Effective Date
Annual Improvements to IFRSs - 2018-2020 cycle	1 January 2022
IAS 16 Property, Plant and Equipment (Amendment – Proceeds before Intended Use)	1 January 2022
IAS 37 Provisions, Contingent Liabilities and Contingent Assets (Amendment – Onerous Contracts – Cost of Fulfilling a Contract)	1 January 2022
IFRS 3 Business Combinations (Amendment – Reference to the Conceptual Framework)	1 January 2022

New and amended standards and Interpretations issued by the IASB that will apply for the first time in the next annual financial statements are not expected to impact the Company or the Group as they are either not relevant to the Company's or Group's activities or require accounting which is consistent with the Company's (or Group's) current accounting policies.

b. New standards, amendments to standards and interpretations issued not yet effective, nor early adopted

	Mandatorily effective for periods beginning on or after
IFRS 17 Insurance Contracts	1 January 2023
IFRS 17 Insurance contracts (Amendment - Initial Application of IFRS 17 and IFRS 9 – Comparative Information)	1 January 2023
IAS 1 Presentation of Financial Statements and IFRS Practice Statement 2 (Amendment - Disclosure of Accounting policies)	1 January 2023
IAS 8 Accounting policies, Changes in Accounting Estimates and Errors (Amendment - Definition of Accounting Estimates)	1 January 2023
IAS 12 Income Taxes (Amendment - Deferred Tax related to Assets and Liabilities arising from a Single Transaction)	1 January 2023
IAS 1 Presentation of Financial Statements and IAS 8 Accounting Policies, Changes in Accounting Estimates and Errors (Amendment – Classification of Liabilities as Current or Non-current)	1 January 2024
IFRS 16 Leases (Amendment - Lease Liability in a Sale and Leaseback)	1 January 2024

The Company and the Group are currently assessing the impact of these new accounting standards and amendments. These standards and interpretations are not expected to have a material impact on the financial statements once adopted.

4.8 BASIC ACCOUNTING PRINCIPLES

4.8.1 Consolidation

4.8.1.1 Subsidiaries

The Group's subsidiaries are legal entities on which the Group has the ability to set the operational and financial policies, usually by participating in their share capital with a voting right over 50%. The existence and effect of voting rights that may be exercised or converted are taken into account when establishing whether the Group controls a legal entity.

Subsidiaries are consolidated with the full consolidation method from the date that control is transferred to the Group and cease to be consolidated from the date that this control no longer exists.

The accounting method of the acquisition is used for the accounting entries of the subsidiaries' acquisition by the Group. The acquisition cost is calculated as the fair value of assets acquired, liabilities assumed or existing and financial products issued during the transaction date. Expenses related to the acquisition are registered in the results. The assets acquired, the liabilities and contingent liabilities assumed during a business combination are initially recognized at fair value during the acquisition date. According to the case, the Group recognizes the value of the minority interest either at fair value or as a percentage of the minority shareholders on the net assets acquired. The difference between the acquisition cost, the proportion of the minority interest plus fair value during the acquisition date of a previous participation and the Group's share in the net assets acquired, is booked as goodwill. If this value is less than the fair value of net assets acquired, the difference is registered directly in the results.

Transactions between group companies and unrealized profit related to transactions between Group companies are eliminated. Unrealized losses are also eliminated. The accounting principles of subsidiaries have been amended when necessary in order to conform to the accounting principles of the Group. In the financial statements of the parent company, investments in subsidiaries are valued at acquisition cost minus any cumulative impairment loss.

4.8.1.2 Investments in associate companies

Associates are companies on which the Group can exert significant influence but which do not fulfill the conditions to be classified as subsidiaries or joint ventures. Significant influence is the authority to participate in decisions that regard decisions for the issuer's financial and business policies, but not control on such polices. Significant influence is usually implied when the group holds a percentage between 20% and 50% of the voting rights through ownership of shares or another type of agreement.

Investments in associates are initially recognized at cost and are subsequently valued using the equity method for consolidation purposes. Goodwill is included in the book cost of the investment and is examined for impairment as part of the investment.

When an economic unit of the group transacts with a group's associate company, any possible intra-company profit and losses are written-off by the participation percentage of the group in the relevant associate company.

All subsequent changes of the participation percentage in the associate company's net position are recognized in book value of the group's investment.

Changes that arise from the profit or losses of associates are registered in the consolidated profit and loss account.

Changes that have been directly recognized in equity of the associates are recognized in the group's consolidated equity.

Any changes recognized directly in equity that are not related to a result, such as the distribution of dividends or other transactions with shareholders of the associate, are registered in the book value of the participation. No effect in the net result or equity is recognized in the context of such transactions.

When the share of losses in as associate for the group is equal or over the book value of the investment, including any other secured receivables, the group does not recognize further losses, unless it has been burdened with commitments or has proceeded with payments on behalf of the associate.

The accounting policies of associates are amended when deemed necessary in order to render such consistent with the policies adopted by the group.

In the parent’s financial statements, investments in associates are valued, according to IAS 28, at acquisition cost minus any accumulated impairment loss.

4.8.1.3 Joint agreements

Investments in joint arrangements are classified as joint activities or joint ventures and their classification depends on the contractual rights and obligations of each investor.

The Group assessed the nature of the joint arrangements’ investments and decided that they form joint ventures. The joint ventures are accounted based on equity method. Based on the equity method, participations in joint ventures are recognized initially at the acquisition cost and adjusted to the Group's share on operating profit (or loss) and on the total other joint venture's profits.

Where the Group's share of the losses of a joint venture is equal or greater than that of the participation in the joint venture, the Group does not recognize any further losses unless it has incurred obligations or has made payments for the joint venture's account.

Non-realized profits from transactions among the Group and the joint-ventures are eliminated according to the participation share of the Group in the joint ventures. Non-realized losses are also eliminated, unless there is evidence from the transaction for the impairment of the assets that have been transferred. In the Company's separate financial statements, the participations in joint ventures appear in the acquisition cost minus any impairment losses, if any.

4.8.2 Foreign currency translation

Transactions in foreign currency are translated to the operating currency using exchange rates in effect during the date of the transactions.

Profit and losses from foreign exchange difference, which arise from the settlement of such transactions during the period and from the conversion of monetary items expressed in foreign currency with the effective exchange rates during the balance sheet date, are registered in the results.

Foreign exchange differences from non-monetary items valued at fair value, are considered as part of the fair value and thus are registered accordingly as fair value differences.

Items of the financial statements of the group’s companies are calculated based on the currency of the economic environment in the country where each group company operates.

The individual financial statements of companies participating in the consolidation, and which are initially presented in a currency different than the group’s presentation currency, have been converted to €. The assets and liabilities have been converted to € according to the closing exchange rate during the balance sheet date. Income and expenses have been converted to the group’s presentation currency at average exchange rates of each reported period. Any differences that arise from this procedure have been transferred to an equity reserve.

4.8.3 Financial information by segment

The company’s Board of Directors is the main decision maker and controls the internal financial reporting in order to assess the company’s and Group’s performance and make decisions relating to the allocation of resources.

The Management has defined activity sectors based on such internal reports according to IFRS 8. Operating segments are defined as the segments in which the Group operates and on which the Group's internal information system is based.

For the breakdown per operating segment, the following have been taken into account:

- The nature of products and services.

- The quantitative limits defined by IFRS 8.

The Group offers information per geographic segment as additional information to readers of the financial statements.

4.8.4 Goodwill

Goodwill which is acquired during a business combination, is initially recognized at cost, which is the excess cost of the combination, over the group's proportion in the fair value of net assets acquired.

Following the initial recognition, goodwill is calculated at cost minus any accumulated impairment losses. The group examines goodwill for impairment at least on an annual basis. Impairment losses that are registered for goodwill are not reversed in subsequent periods.

4.8.5 Intangible assets

Intangible assets of the group are initially recognized at acquisition cost. Following the initial recognition, intangible assets are calculated at cost minus accumulated amortization and any impairment loss that may have emerged.

The useful economic life and depreciation method are reviewed at least at the end of each financial period. If the estimated useful life or expected burn-up rate of future economic benefits incorporated in another intangible asset have changed, the changes are accounted for as changes in accounting estimations.

The amortization of the intangible fixed assets is calculated with the straight line method along their economic life, depending on the utilization time of the intangible assets and varies between 3 and 50 years.

Intangible assets mainly include the acquired software used in production or management as well as trademarks and other rights.

4.8.6 Tangible assets

Tangible assets are recognized at the acquisition cost including all expenses directly attributed to the acquisition of the assets. Subsequent expenses are registered as in increase of the tangible assets' book value or as a separate fixed asset, only to the extent where such expenses increase the future economic benefits expected to arise from the use of the fixed assets, and the cost of such may be reliably calculated. The cost of repairs and maintenance is registered in the results of the period where such are realized.

Self-produced tangible assets constitute and addition to the acquisition cost of tangible assets at values that include the direct payroll cost for staff that participates in the construction, the cost of used materials and other general costs.

Land-plots and buildings are presented in the financial statements at readjusted values minus accumulated depreciations.

The fair value of land-plots and buildings is defined periodically by an independent evaluator. These revaluations are performed at regular intervals to ensure that the carrying amount does not differ materially from that determined using the fair value at the end of the reporting period. When the book values of the plots and buildings exceed their fair value, the difference (impairment) is initially recorded in a reduction of the formed reserve of fair value (if it exists for the respective fixed asset) which is reflected in the equity accounts. Any impairment loss arising in addition to the accumulated provision for that asset is recognized immediately as an expense in the income statement.

On 31/12/2022, a valuation was carried out by an approved appraiser for buildings and land plots in the Company as well as the Company's subsidiaries in Poland, Romania and Ukraine.

The mechanical equipment and other tangible fixed assets are presented at acquisition cost minus accumulated depreciations and possible impairment losses.

The depreciations of tangible fixed assets are calculated with the straight line method during their useful life, which is as follows:

Buildings	from 10 to 60 years
Mechanical Equipment	from 8 to 20 years
Vehicles	from 4 to 10 years
Other Equipment	from 3 to 20 years

The residual values and useful economic lives of tangible fixed assets are subject to reassessment at each balance sheet date. When the residuals values, the expected useful life or expected burn-up rate of future economic benefits incorporated in an asset have changed, the changes are accounted for as changes in accounting estimations.

Upon sale of the tangible fixed assets, any difference between the proceeds and the book value are booked as profit or loss to the results.

The book value of tangible fixed assets is examined for impairment when there are indications, namely events or changes in circumstances, that the book value may not be recoverable. If there is such an indication and the book value exceeds the estimated recoverable amount, the assets or cash flow creation units are impaired to the recoverable amount. The recoverable amount of the mechanical equipment and other equipment is the largest between their net sales price and their value in use. For the calculation of the value in use, the expected future cash flows are discounted to present value using a pre-tax discount rate that reflects the market's current expectations for the time value of money and related risks as regards to the asset. When the book values of tangible assets exceed their recoverable value, the difference (impairment) is recognized directly as an expense in the profit and loss account.

4.8.7 Investments in Property

The investments in property include privately owned land plots and buildings, which are possessed by the Company with the objective to receive lease payments or / and to generate capital gains. The investments in property are initially recorded at their acquisition cost, which also includes the transaction costs. In a following stage, the investments in property are recorded at fair value, with any differences being recognized in the profit and loss account.

4.8.8 Impairment of non-financial assets

Assets with an indefinite useful economic life are not depreciated and are subject to impairment reviews annually and also when several events or changes in conditions indicate that the book value may not be recoverable. The assets depreciated are subject to impairment review when there are indications that their book value will not be recovered. Impairment losses are recognized for the amount for which the book value of the fixed asset exceeds its recoverable value. The recoverable value is the largest between fair value less the relevant cost required for the sale and value in use (present value of cash flows expected to be generated according to management's estimation on the future financial and operating conditions). To estimate impairment losses, assets are classified in the smallest possible cash flow generating units. Non-financial assets apart from goodwill that have suffered impairment are re-assessed for possible reversal of the impairment during each balance sheet date.

4.8.9 Inventories

The cost of inventories is defined using the weighted average method, and includes all the expenses realized in order to render inventories to their current position and condition and which are directly attributable to the production process, as well as part of general expenses related to the production. During the Balance Sheet date, inventories are presented at the lowest price between acquisition cost and net realizable value.

Net realizable value is the estimated sales price during the normal conduct of the company's activities, minus the estimated cost necessary to realize the sale.

4.8.10 Financial instruments

Financial assets are classified at initial recognition and subsequently measured at amortized cost, at fair value through other comprehensive income and fair value through profit or loss.

The classification of financial assets at initial recognition depends on the contractual characteristics of the cash flows of the financial asset and the business model of the Company and the Group for their management. With the exception of trade receivables that do not contain a significant financial component, the Company and the Group initially measure financial assets at their fair value plus, in the case of a financial asset not valued through profit or loss, transaction costs. Receivables from customers that do not have a significant financial component are valued at the transaction price determined in accordance with IFRS 15.

In order for a financial asset to be classified and measured at amortized cost or at fair value through total income, cash flows that are "exclusive capital and interest payments (SPPIs)" of the original capital must be obtained.

The Company's and Group's business model for managing financial assets refers to the way in which it manages its financial capabilities to generate cash flows. The business model determines whether cash flows arise from the collection of contractual cash flows, the sale of financial assets, or both.

The purchase or sale of financial assets that require the delivery of assets within a timeframe specified by a regulation or a contract on the market is recognized on the trade date meaning on the date on which the Company commits to purchase or sell the asset.

For the purpose of subsequent measurement, financial assets are classified in the following categories:

(a) Financial assets measured at fair value through profit or loss

(b) Financial assets at amortized cost

(c) Financial assets measured at fair value through total income without recycling of cumulative gains and losses on de-recognition

(a) Financial assets that are measured at fair value through profit or loss

Financial assets valued at fair value through profit or loss include financial assets held for trading, financial assets designated at initial recognition at fair value through profit or loss, or financial assets that are required to be measured at fair value. Financial assets are classified as held for trading if they are acquired for sale or repurchase in the near future. Derivatives, including embedded derivatives, are also classified as held for trading, unless defined as effective hedging instruments. Financial assets with cash flows that are not only capital and interest payments are classified and measured at fair value through profit or loss, irrespective of the business model.

(b) Financial assets at amortized cost

The Company and the Group measure financial assets at amortized cost if both of the following conditions are met: (a) the financial asset is retained in a business model in order to hold financial assets for the collection of contractual cash flows; and (b) the contractual clauses of the financial asset generate cash flows on specific dates that consist only of capital and interest payments on the balance of the original capital.

Gains and losses are recognized in profit or loss when the asset is derecognized, modified or impaired.

(c) Financial assets classified at fair value through total income

Upon initial recognition, the Company and the Group may choose to irrevocably classify its equity investments as equity instruments at fair value through total income when they meet the definition of equity in accordance with IAS 32 Financial Instruments: Presentation and not held for trading purposes. Classification is determined by financial instrument.

Profits and losses from these financial assets are never recycled to profits or losses. Dividends are recognized in the income statement when the payment entitlement has been established, unless the Company benefits from such income as a recovery of part of the cost of the financial asset, so that the gains are recognized in the statement of comprehensive income. Equity instruments measured at fair value through total income are not subject to an impairment test.

A financial asset is derecognized primarily when:

- The rights to receive cash flows from the asset have expired, or
- The Company and the Group have transferred their rights to receive cash flows from the asset or have undertaken to fully pay the cash flows received without significant delay to a third party under a pass-through agreement and either (a) the Company and the Group have transferred substantially all the risks and rewards of the asset or (b) the Company and the Group have not transferred or held substantially all the risks and estimates of the asset but have transferred the control of the asset.

When the Company and the Group have transferred the rights to receive cash flows from an asset or have entered into a transfer agreement, they assess whether and to what extent they own the risks and rewards of ownership.

When the Company and the Group have not transferred or hold substantially all the risks and rewards of the asset and have not transferred ownership of the asset, they continue to recognize the transferred asset to the extent of its continued involvement. In this case, the Company and the Group also recognize any relevant obligation. The transferred asset and the related liability are valued on the basis of the rights and obligations that the Company and the Group hold.

Further disclosures about impairment of financial assets are also provided in the following notes:

- Disclosure of important assumptions
- Customers' receivables

4.8.11 Offsetting of financial instruments

Financial assets and liabilities are offset and presented in the statement of financial position in the statement of financial position if there is a legal right to offset the amounts recognized and, in addition, if it is intended to clear the net amount, i.e. fixed assets and liabilities to be offset at the same time.

4.8.12 Trade receivables

Receivables from customers are recognized when there is an unconditional right to receive the consideration for the client's contractual obligations to the entity. A contract asset is recognized when the Company and the Group have satisfied their obligations to the customer before the customer pays or before the payment is due, for example when the goods or services are transferred to the customer prior to the Company's right and also the Group's right to issue an invoice. Receivables from customers on credit are initially recognized at their fair value, which corresponds to the nominal value, net of impairment losses.

Regarding non-doubtful trade receivables, the Company and the Group apply the simplified approach of IFRS 9 and calculate the expected credit losses over the life of the receivables. For this purpose, the Group uses a maturity forecast table based on the historical data for credit losses, adjusted for future factors in relation to borrowers and the economic environment. The bad debts are evaluated one by one for the calculation of the relevant provision. The amount of the provision is recognized in the statement of comprehensive income.

4.8.13 Cash & cash equivalents

Cash & cash equivalents include cash in banks and in hand, as well as short-term highly liquid investments such as repos and bank deposits with a maturity less than three months.

4.8.14 Share capital

The share capital includes the Company's common shares. Direct expenses realized for the issue of shares are presented after the deduction of the relevant income tax, and reduce the product of the issue.

4.8.15 Loans

Loans are initially registered at fair value, minus any direct expenses realized for the transaction. Subsequently loans are valued at net book cost. Any difference between the received amount (net of relevant expenses) and the repayment value is recognized in the results during the borrowing term according to the effective interest rate method. Loans are characterized as short-term liabilities unless the Group has the final right to postpone payment for at least 12 months following the balance sheet date.

4.8.16 Leases

Leases of fixed assets where the Group essentially maintains all the risks and benefits of ownership are classified as financial leases. Financial leases are capitalized at the inception of the lease at the lower value between the fair value of the fixed asset and the present value of minimum leases. Each lease payment is allocated between the liability and the financial expenses so as to achieve a fixed interest rate on the balance of the liability. The corresponding liabilities from leases, net of financial expenses, are presented in liabilities. The part of the lease's financing cost that refers to interest, is recognized in the results throughout the lease period in a way that assures a fixed rate on the balance of the liability during each period. Fixed assets acquired with financial leasing are depreciated within the smallest period between the useful life of the assets and the duration of their lease. Leases where essentially all the risks and benefits of ownership are maintained by the lessor, are classified as operating leases. The lease payments of an operating lease (net of any incentives offered by the lessor) are registered proportionately in the results throughout the duration of the lease period.

4.8.17 Employee benefit

4.8.17.1 Short-term benefits

Short-term employee benefits (apart from employment termination benefits) in money and in kind, are recognized as an expense on an accrual basis.

4.8.17.2 Liabilities due to retirement

The group has both defined benefits and defined contribution schemes, according to the conditions and practices in place in the countries where the Group is active.

The defined benefits schemes define a specific amount as pension payment / benefit, which an employee will receive at in his / her retirement. Typically, this depends on a variety of factors such as age, length of service and compensation.

Defined benefits scheme is defined a pension plan where within its framework the Group makes fixed contributions and there is no legal or monetary liability to pay additional contributions in the event that the Fund's merits are insufficient to compensate for the employees' benefits for the current period and the previous periods.

The liability regarding the defined benefit schemes that is recognized in the financial position statement is the present value of the commitment for the defined benefit at the date of the preparation of the financial statements, less the fair value of the assets of the scheme (if any). The commitment of the defined benefit is calculated annually from an independent actuary using the recommended credit unit's method. The present value of the commitment for the defined benefit is calculated by the discount of future cash outflows using the interest rates of the high-rated treasury bills, which are denominated in the currency at which the benefit will be paid and which have a duration that relates to the duration of the related retirement obligation.

The Group recognizes in income statement the current cost of service and net financial income or expense. Revaluations, which are consisted of actuary profits or losses, are recognized immediately in the financial position statement with the relative debit or credit of the retained earnings through the other comprehensive income of the period realized. The reassessments are not reclassified at the results of subsequent periods.

For defined benefits schemes the Group pays contributions to the social security funds of the State at obligatory base. The Group does not have any other obligation to pay if it has paid its contributions. The contributions are recognized as personnel expenses when due. Contributions that are pre-paid are recognized as an asset if there is a chance to reimburse the money or to set-off with new obligations.

4.8.17.3 Share based payments

The Group has a stock option plan in effect. The total amount of the expense during the maturity period of the option is defined according to the fair value of the plan during the period when the option is provided. The conditions not related to the purchase are included in the assumptions for the definition of the number of options expected to be exercised. At each balance sheet date, the Group revises its estimations on the number of stock options expected to be exercised. It recognizes the effect of the revision of initial estimations in the results with a corresponding adjustment of equity.

4.8.18 Recognition of income

Revenue is defined as the amount that an entity expects to be entitled to receive in exchange for the goods or services it has transferred to a client, except for amounts collected on behalf of third parties (value added tax, other sales tax). Variable amounts are included in the consideration and are calculated using either the "expected value" method or the "most likely amount" method.

The Group recognizes revenue when (or as it) meets the obligation to execute a contract by transferring the goods or services promised to the customer. The customer acquires control of the good or service if the customer is able to direct the use and derive virtually all the economic benefits from that good or service. Control is passed over a period or at a specific time.

Revenue from the sale of goods is recognized when the control of the good is transferred to the customer, usually upon delivery, and there is no unfulfilled obligation that could affect the acceptance of the good by the customer.

The Group is active in the production and distribution of consumer products. The main products of the Company and the Group are perfumes, personal care products, sunscreen products, hair care products as well as food packaging products, plastic garbage bags and household cleaning products. Net proceeds from sales are measured at the fair value of the consideration received or receivable and are declared net of discounts on sales and the consideration paid to customers. These are, in particular, incentives to promote sales which are recorded as deductions from sales.

The customer receivable is recognized when there is an unconditional right for the entity to receive the consideration for the contractual obligations performed to the customer. A contract asset is recognized when the Company and the Group have satisfied their obligations to the customer before the customer pays or before the payment is due, for example when the goods or services are transferred to the customer prior to the Company's right and Group to issue an invoice.

The contractual obligation is recognized when the Company and the Group receive a consideration from the client (prepayment) or when it retains the right to a price that is unconditional (deferred income) before performing the obligations of the contract and the transfer of the goods or services. The contractual obligation is de-recognized when the contractual obligations are executed and the income is recorded in the income statement.

Classification of revenue is as follows:

i. **Sales of goods**
Sales of goods are recognized when the Group delivers the property and risks associated with the ownership of the goods to the customers, the goods are accepted by them and the collection of the receivable is reasonably assured.

ii. **Interest income**
Interest income is recognized on a time proportion basis using the effective interest rate.

iii. **Rental income**
Receivables from rentals are recognized in the income statement on the basis of the rental amount corresponding to the period under review.

iv. **Income from Dividends**
Dividends are recognized as income when the right to receive the dividend is established.

4.8.19 Government grants

The Group recognizes the government grants that cumulatively satisfy the following criteria:

- There is reasonable certainty that the company has complied or will comply to the conditions of the grant and
- It is probable that the amount of the grant will be received.

Government grants that relate to acquisition of fixed assets are presented as a deferred income in liabilities and recognized in the results during the useful life of the fixed assets such refer to.

4.8.20 Contingent Liabilities and Provisions

Provisions are booked when the Group has a present, legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably measured. The provisions are reviewed at every balance sheet date and are adjusted so as to reflect the present value of the expense deemed necessary to settle the liability. Contingent liabilities are not recorded in the financial statements but are disclosed, except if the probability of an outflow of resources that embody economic benefits is very small. Contingent assets are not recorded in the financial statements but are disclosed if the inflow of economic benefits is probable.

4.8.21 Dividend distribution

Dividend distribution to shareholders of the parent from the period's profit, are recognized as a liability in the individual and consolidated financial statements on the date when the distribution is approved by the General Shareholders' Meeting.

4.8.22 Current and deferred taxation

The period's charge with income tax consists of current taxes and deferred taxes. Tax is recognized in the "Statement of comprehensive income", unless it is related to amounts recognized directly in "Equity". In the latter case tax is also recognized in Equity.

Income tax on earnings, is calculated based on the tax law in effect during the balance sheet date in countries where the Group's activities are carried out and is recognized as an expense during the period when earnings are gained. Management periodically reviews cases where the relevant tax law needs clarifications when interpreted. When deemed necessary provisions are made on the amounts expected to be paid to the tax authorities.

Deferred income tax is calculated according to the liability method which results from the temporary differences between the book value of assets or liabilities in the financial statements with their respective tax base. Deferred income tax is not recorded if such results from the initial recognition of an asset or liability in a transaction, apart from a business combination, which did not affect the accounting or the tax profit or loss when realized. Deferred tax is defined according to the tax rates and laws in effect during the balance sheet date and those expected to be effective when the deferred tax assets will be realized or the deferred tax liabilities repaid.

Deferred tax assets are recognized to the extent that there will be future taxable profit for the use of the temporary difference that creates the deferred tax asset. Deferred tax assets and liabilities are offset only when the law permits the offsetting of tax assets and liabilities and given that the deferred tax assets and liabilities arise from the same tax authority on one entity that is taxed or on different entities when the settlement is intended to take place through offsetting.

4.9 FINANCIAL RISK MANAGEMENT

4.9.1 Capital Management

The Group's objectives as regards to management of capital, is to reassure the ability for the Group's smooth operation, aiming at providing satisfactory returns to shareholders and to maintain an ideal capital structure by reducing thus the cost of capital. The Group monitors its capital based on the leverage ratio. The leverage ratio is calculated by dividing net debt with total employed capital. Net debt is calculated as "Total debt" (including "short`-term and long-term debt" as presented in the Statement of Financial Position) minus "Cash and cash equivalents", "Financial assets available for sale" and "financial assets at fair value through the profit and loss". The calculation of net debt does not include the purchase of treasury shares. Total employed capital is calculated as "Shareholders' Equity" as presented in the statement of financial position plus net debt. The leverage ratio on 31 December 2022 and 31 of December 2021 respectively was as follows:

	Group	
Amounts in €	**31.12.2022**	**31.12.2021**
Total Debt	48,073,527	56,539,117
Minus		
Cash & cash equivalents	(60,679,908)	(45,809,278)
Financial assets at fair value through profit and loss	(2,738,925)	(4,771,648)
Net Debt	**(15,345,306)**	**5,958,191**
Shareholders' Equity	328,668,070	297,922,293
Total Employed Capital	**313,322,764**	**303,880,484**
Leverage Ratio	**-4.90%**	**1.96%**

4.9.2 Financial Instruments

The Group's financial instruments mainly consist of bank deposits, bank overdrafts, trade debtors and creditors, investments in securities, other liabilities.

The financial assets and liabilities during the date of the financial statements can be classified as follows:

	Group		Company	
Amounts in €	**31.12.2022**	**31.12.2021**	**31.12.2022**	**31.12.2021**
Non-current assets				
Other long-term receivables	38,716,279	363,926	150,609	262,288
Total	**38,716,279**	**363,926**	**150,609**	**262,288**
Current assets				
Trade receivables	98,423,702	91,911,217	53,266,562	43,372,075
Other receivables	7,234,098	8,166,547	39,941,137	5,357,115
Cash & cash equivalents	60,679,908	45,809,278	22,536,726	20,082,361
Financial assets at fair value through profit and loss	2,738,925	4,771,648	2,738,925	4,771,648
Total	**169,076,632**	**150,658,690**	**118,483,350**	**73,583,198**
Long-term Liabilities				
Loans	20,710,000	43,973,729	20,710,000	30,385,000
Lease liabilities	12,521,523	7,324,835	8,877,360	3,096,925
Provisions and other long-term liabilities	9,513,841	3,900,128	0	0
Total	**42,745,364**	**55,198,692**	**29,587,360**	**33,481,925**
Short-term Liabilities				
Loans	27,363,527	12,565,387	7,095,000	7,885,000
Lease liabilities	4,523,153	4,455,850	2,090,147	1,778,839
Suppliers	70,145,754	68,353,645	37,338,374	29,594,583
Other liabilities	10,957,992	9,282,427	7,089,167	7,166,001
Total	**112,990,426**	**94,657,310**	**53,612,687**	**46,424,424**

4.9.3 Definition of fair values

The following table presents the fixed assets measured at fair value, according to the measurement method. The different categories are as follows:

• Published market prices (without amendment or adjustment) for the financial assets traded in active money markets (level 1)

• Measurement or valuation techniques based directly on publicized market prices or calculated indirectly from publicized market prices for similar instruments (level 2).

• Measurement or valuation techniques that are not based on available information from current transactions in active money markets (level 3).

The financial assets measured at fair value during 31 December 2022, are as follows:

Group				
Assets	**Level 1**	**Level 2**	**Level 3**	**Total**
Tangible fixed assets	0	49,295,908	0	**49,295,908**
Investments in Property	0	6,704,387	0	**6,704,387**
Financial Assets at Fair Value through Profit and Loss	2,738,925	0	0	**2,738,925**

Company				
Assets	**Level 1**	**Level 2**	**Level 3**	**Total**
Tangible fixed assets	0	26,220,996	0	**26,220,996**
Investments in Property	0	2,430,309	0	**2,430,309**
Financial Assets at Fair Value through Profit and Loss	2,738,925	0	0	**2,738,925**

The fair value of own- use tangible fixed assets and investments in property is carried out by approved appraiser based on international rules and standards, taking into account comparative data of recent or past realized real estate prices in the wider real estate area if they exist or with the method of amortized replacement cost (DRC) as well as its special characteristics such as location, size, construction quality and maintenance condition.

The fair value of fixed assets traded on active markets (i.e. derivatives, equity, bonds, mutual funds), is defined based on the published prices in effect during the end of the reporting period. A market is considered “Active” when there are available and revised prices in frequent intervals that are published by a stock exchange, broker, sector, rating agency or regulatory authority. Such financial instruments are included in level 1.

The fair value of fixed assets not traded on active markets (i.e. over the counter derivative contracts) is defined using valuation techniques that are based primarily on available information for transactions carried out in active markets, while they use the least possible estimations by the entity. Such financial instruments are included in level 2.

If the valuation techniques are not based on available market information, then the financial instruments are included in level 3.

4.9.4 Foreign exchange risk

The Group operates in an environment characterized by relatively high foreign exchange risk given that almost 65% of the Group’s total turnover comes from Eastern European countries where the volatility of foreign exchange rates has recently been high. The Management of the Group is constantly examining the currencies’ fluctuations, but at the moment has not taken any measures against the foreign exchange risk due to the lack of appropriate hedging tools.

On 31 December 2022, if the euro had depreciated by 5% against the following currencies, with all other variables remaining constant, the effect on the statement of comprehensive income and on the equity of the Group for each currency separately, would be as follows:

Impact	P&L	Equity
PLN	162,433	3,210,261
RON	446,088	869,634
RSD	136,690	1,709,426
UAH	133,121	1,006,835
HUF	7,468	186,981
CZK	169,103	821,571

An appreciation by 5% against the relevant currencies, would have an equivalent but opposite effect on the above currencies with the amounts presented above, given that all other variables remain constant.

4.9.5 Interest Rate Risk

The Group’s objective is to achieve an optimal balance between borrowing cost and the potential effect of interest rate changes on earnings and cash flows. The Group monitors and manages its debt and overall financing strategies using a combination of short and long-term debt. It is Group policy to continuously review interest rate trends along with its financing needs. Daily working capital requirements are typically financed with operational cash flow and through the use of various committed lines of credit. The interest rate on these short-term borrowing arrangements, is generally determined as the inter-bank offering rate at the borrowing date plus a pre-set margin. The mix of fixed-rate debt and variable-rate debt is managed within Group policy guidelines. In case of an interest rate increase, the Group will not be affected as regards to next year’s results as part of the Group’s current strategy is the continuous reduction of its existing bank loans.

An increase of the borrowing rate by 0.5%, taking into account the total debt on 31/12/2022, would result in a reduction of net results and Equity by € 0.24 million.

4.9.6 Credit Risk

The Group's trade receivables mainly come from wholesale clients. All Group companies monitor the financial position of their debtors on an ongoing basis and control the granting of credit as well as the credit lines. When considered appropriate, credit guarantee insurance cover is purchased. When there is a possibility that receivables will not be collected, provisions are made for bad debts.

A relevant analysis is presented in note 4.10.5.

4.9.7 Liquidity Risk

Prudent liquidity risk management implies the existence of a balance between cash flows as well as funding through adequate amounts of committed credit facilities. The Group closely monitors the amount of short-term and long-term funding as well as the proportion of such towards total debt and the composition of total debt, manages the risk that could arise from the lack of sufficient liquidity and secures that necessary borrowing facilities are maintained. The Group has sufficient credit line facilities that could be utilized to fund any potential shortfall in cash resources.

The Group manages and monitors its working capital in order to minimize any possible liquidity and cash flow risks. The maturity of financial liabilities on 31 December 2022 and 2021 for the Company and Group, is analyzed as follows:

			Group		
Maturity of liabilities 2022	**within 6 months**	**6 to 12 months**	**1 to 5 years**	**over 5 years**	**Total**
Long-term loans				20,710,000	**20,710,000**
Short-term loans	4,880,152	22,483,375			**27,363,527**
Lease liabilities	2,524,611	2,312,886	10,225,867	3,426,064	**18,489,428**
Suppliers	70,145,888	44	(178)		**70,145,754**
Other Liabilities	3,464,376	1,633,199	715,088	95,182	**5,907,845**
Total	**81,015,028**	**26,429,504**	**10,940,776**	**24,231,246**	**142,616,553**

			Group		
Maturity of liabilities 2021	**within 6 months**	**6 to 12 months**	**1 to 5 years**	**over 5 years**	**Total**
Long-term loans			42,003,729	1,970,000	**43,973,729**
Short-term loans	5,301,373	7,264,015			**12,565,388**
Lease liabilities	2,362,108	2,291,013	6,557,555	1,157,818	**12,368,494**
Suppliers	68,358,767	(5,122)			**68,353,645**
Other Liabilities	5,214,793	213,383	(35,961)	95,024	**5,487,239**
Total	**81,237,041**	**9,763,289**	**48,525,323**	**3,222,842**	**142,748,495**

			Company		
Maturity of liabilities 2022	**within 6 months**	**6 to 12 months**	**1 to 5 years**	**over 5 years**	**Total**
Long-term loans				20,710,000	**20,710,000**
Short-term loans	3,547,500	3,547,500			**7,095,000**
Lease liabilities	1,206,944	1,133,076	6,814,236	2,955,600	**12,109,856**
Suppliers	37,338,374				**37,338,374**
Other Liabilities	2,384,090	2,311,125	1,133,616		**5,828,831**
Total	**44,476,908**	**6,991,701**	**7,947,852**	**23,665,600**	**83,082,061**

			Company		
Maturity of liabilities 2021	**within 6 months**	**6 to 12 months**	**1 to 5 years**	**over 5 years**	**Total**
Long-term loans			28,415,000	1,970,000	**30,385,000**
Short-term loans	3,942,500	3,942,500			**7,885,000**
Lease liabilities	930,074	927,679	2,681,766	565,200	**5,104,720**
Suppliers	29,594,583				**29,594,583**
Other Liabilities	3,252,409	2,276,700	308,010		**5,837,120**
Total	**37,719,567**	**7,146,880**	**31,404,776**	**2,535,200**	**78,806,423**

Please note that Other Liabilities do not include grants and transitional liability accounts.

4.9.8 Raw material price risk

The Group is exposed to price volatility in the basic raw materials it uses for products that manufactures in its own production facilities.

- The basic raw materials used by the Group for the Perfume, Cosmetics and Face Care products are perfumes, oils and chemicals.

The prices of raw materials in perfumes, cosmetics and facials do not fluctuate significantly, and any differences are eliminated by gradually transferring volumes from one supplier to another when necessary, maintaining active alternative suppliers and creating security stocks.

- The basic raw materials used by the Group for the categories of household products (food packaging products and plastic waste bags) are aluminum (in jumbo rolls), plastic (PVC / LDPE Clingfilm in Jumbo rolls) and polyethylene (HDPE, LDPE, LLDPE).

Regarding the effect of fluctuations in the prices of aluminum and plastic, the Group proceeds to the closing of price at short intervals, and in addition creates a security stock when it deems it necessary.

However, in the scenario where the cost of products that are based on aluminum and plastic increases at the same time by 3%-5%, then by keeping all other parameters stable, the burden on the Group's cost of sales will vary between 1.5 and 2.5 million euro.

4.10 EXPLANATORY NOTES ON THE FINANCIAL STATEMENTS

4.10.1 Segment reporting

For management purposes, the Group is organized in four basic business segments: Mass Market Cosmetics, Household Products, Other Sales and the Private Label Products. According to IFRS 8 – Operating Segments, the management monitors the operating results of the business segments separately with the objective to evaluate the performance and decision making as regards to the allocation of resources.

The Group’s results per business segment are analyzed as follows:

For the period 01/01/2022 – 31/12/2022:

Commercial Activity Sectors	Mass Market Cosmetics	Household Products	Other Sales	Private Label (Polipak)	Continued Operations	Discontinued Activities	Group Total
Income from external customers	193,752,017	162,599,213	55,734,632	32,983,961	**445,069,823**	1,337,669	**446,407,493**
Earnings before interest & tax (EBIT)	15,298,568	12,007,703	3,842,369	1,089,286	**32,237,926**	20,302,729	**52,540,654**
Interest income	167,265	140,371	48,115	28,475	**384,226**	0	**384,226**
Interest expenses	(988,754)	(829,775)	(284,425)	(168,324)	**(2,271,277)**	0	**(2,271,277)**
Earnings before tax	15,090,334	11,832,950	3,782,468	1,053,836	**31,759,589**	19,364,833	**51,124,421**
Income tax	2,608,930	2,045,769	653,941	182,195	**5,490,836**	225,794	**5,716,630**
Earnings / losses after tax	12,481,404	9,787,181	3,128,527	871,641	**26,268,753**	19,139,038	**45,407,791**
Depreciation / amortization	5,599,739	4,699,374	1,610,819	1,385,330	**13,295,262**	1,187	**13,296,449**
Earnings before interest, tax, depreciation & amortization (EBITDA)	20,898,307	16,707,077	5,453,187	2,474,616	**45,533,187**	20,303,916	**65,837,103**

For the period 01/01/2021 – 31/12/2021:

Commercial Activity Sectors	Mass Market Cosmetics	Household Products	Other Sales	Private Label (Polipak)	Continued Operations	Discontinued Activities	Group Total
Income from external customers	176,265,919	156,991,980	50,503,779	22,498,148	**406,259,825**	1,939,162	**408,198,987**
Earnings before interest & tax (EBIT)	12,251,225	18,266,855	3,397,560	1,073,413	**34,989,052**	11,835,140	**46,824,192**
Interest income	59,729	53,198	17,113	7,624	**137,663**	755	**138,418**
Interest expenses	(431,989)	(384,753)	(123,774)	(55,138)	**(995,654)**	0	**(995,654)**
Earnings before tax	13,436,989	19,322,961	3,737,306	1,224,761	**37,722,017**	11,846,434	**49,568,451**
Income tax	2,280,930	3,280,074	634,408	207,903	**6,403,315**	2,568,008	**8,971,323**
Earnings / losses after tax	11,156,060	16,042,887	3,102,898	1,016,858	**31,318,702**	9,278,426	**40,597,128**
Depreciation / amortization	5,421,950	4,829,082	1,553,499	1,062,441	**12,866,972**	1,182	**12,868,154**
Earnings before interest, tax, depreciation & amortization (EBITDA)	17,673,174	23,095,937	4,951,059	2,135,854	**47,856,024**	11,836,322	**59,692,346**

Notes

- Discontinued activities refers to income from the company ELCA Cosmetics Ltd. and its subsidiaries, and the permanent withdrawal from the Russian market, where the Company operated through its 100% indirect subsidiary, HOZTORG LLC. (see note 4.10.2).

- The calculation of financial income & expenses and depreciation, amortization has been proportionately based on the sales of each business activity of the Group. The calculation of income tax is based proportionately on the earnings before tax of each of the Group's business activity.

The allocation of consolidated assets and liabilities to the Group's business segments is analyzed as follows:

	Group		Mass Market Cosmetics		Household Products		Other Sales		Private Label (Polipak)	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021	31.12.2022	31.12.2021	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Total Assets	499,944,224	462,939,335	206,462,066	186,806,842	173,265,652	168,339,190	59,390,800	53,509,469	60,825,707	54,283,834
Total Liabilities	169,199,809	162,945,216	62,805,511	61,045,929	52,707,202	55,010,952	18,066,609	17,486,165	35,620,487	29,402,170

The Group's sales and non-current assets by geographical region are analyzed as follows:

For the period 01/01/2022 – 31/12/2022:

01.01 - 31.12.2022	Revenue	Non Current Assets
Greece	148,241,784	84,315,775
Poland	107,265,179	59,362,763
Romania	69,004,250	5,704,243
Bulgaria	16,552,806	676,504
Serbia	24,840,298	669,130
Czech	26,051,132	16,030,124
Slovakia	6,787,359	330,295
Hungary	12,672,440	1,533,354
North Macedonia	4,902,377	341,171
Bosnia	3,942,290	87,796
Portugal	2,199,368	14,796
Ukraine	22,507,325	15,298,706
Slovenia	103,216	0
Russia	0	0
Cyprus	0	38,364,659
France	0	615
Discontinued activities	1,337,669	0
Total	**446,407,493**	**222,729,930**

For the period 01/01/2021 – 31/12/2021:

01.01 - 31.12.2021	Revenue	Non Current Assets
Greece	142,780,977	79,556,633
Poland	91,489,499	55,290,132
Romania	60,778,599	10,686,856
Bulgaria	14,208,368	751,299
Serbia	20,286,684	878,476
Czech	23,099,684	16,158,828
Slovakia	6,063,668	369,000
Hungary	10,504,212	1,894,311
North Macedonia	4,464,795	377,800
Bosnia	3,326,125	136,833
Portugal	1,928,689	2,872
Ukraine	27,328,523	16,864,223
Cyprus	0	29,606,078
France	0	597
Discontinued activities	1,939,162	93,177
Total	**408,198,987**	**212,667,117**

4.10.2 Investments in subsidiaries, associates

The movement of the Company’s participations in subsidiaries is analyzed as follows:

Company	31.12.2022	31.12.2021
Opening Balance	107,598,517	104,633,691
Acquisitions	8,463,762	2,974,826
Cost of disposals	0	(10,000)
Ending Balance	**116,062,279**	**107,598,517**

The acquisitions in the Company’s participation in subsidiaries within 2022 relate to the share capital increase in the Company’s subsidiary, Sarantis Polska SA.

On June 15, 2022, the Group entered into an agreement to sell its 49% participation in ELCA Cosmetics Ltd and its subsidiaries (ESTEE LAUDER HELLAS S.A., ESTEE LAUDER BULGARIA EOOD and ESTEE LAUDER ROMANIA S.A.) to ESTEE LAUDER EUROPE for a total price of of € 55.2m. The agreement is not subject to disputes. There are no contingencies in this agreement. The agreement contains the usual terms of a sale of shares.
The sale has already taken place and the purchase price has been partially paid off. More specifically, the amount of €14 million was paid on 16.6.2022, and the balance will be paid in two equal installments of €20,6 million, in January 2025 and in January 2028. The value of €41.2 million has been discounted to present value by the amount of € 3.25 million. Finally, a provision of € 2 million has been made for contractual obligations.

The Group’s consolidated financial statements incorporate the consolidated financial figures of the company ELCA Cosmetics Ltd based on the equity method up to the date that the sale of the participation in the company ELCA Cosmetics Ltd and its subsidiaries took place.

The movement of the Group’s participations in associate companies and joint ventures is analyzed as follows:

Group	31.12.2022	31.12.2021
Opening Balance	**29,606,078**	**25,649,283**
Participation on associates gains	516,800	9,250,833
Dividends	0	(5,253,323)
Cost of disposals	(30,123,581)	0
Other total income	0	1
Foreign exchange differences	703	(40,715)
Ending Balance	**0**	**29,606,078**

The Company's Board of Directors during its meeting on October 3rd 2022 decided to permanently withdraw from the Russian market in the context of the crisis between Ukraine and Russia, as based on the evolution of the war, there was no possibility of exercising control and management of the subsidiary's operations in Russia.

The company was active in the Russian market through its 100% indirect subsidiary HOZTORG LLC., a commercial business. The loss from the termination of its activity in Russia amounts to 959,717 euros.

4.10.3 Goodwill

The goodwill of the Group and the Company are analyzed as follows:

Amounts in Euros	Group	Company
Balance as at 1.1.2022	**7,662,556**	**1,100,000**
Foreign exchange differences	(31,252)	0
Balance as at 31.12.2022	**7,631,304**	**1,100,000**

Amounts in Euros	Group	Company
Balance as at 1.1.2021	**7,676,364**	**1,100,000**
Foreign exchange differences	(13,808)	0
Balance as at 31.12.2021	**7,662,556**	**1,100,000**

The Group and the Company check on an annual basis for a likely impairment of the existing goodwill, in which case the impairment is recognized in the income statement. For the fiscal year 2022, the assumptions used per country are as follows:

Assumptions 2022	**D. Koukouzelis - Greece**	**Elmiplant-Romania**	**Polipak-Poland**	**Trade 90-Hungary**	**Astrid T.M.-Czech Rep.**	**Indulona-Slovakia &Czech Rep.**	**Ergopack-Ukraine**
WACC	10.2%	16.0%	13.3%	15.7%	11.5%	9.0%	23.0%
Rate of Increase rate 5+	1.2%	2.5%	2.3%	3.4%	2.5%	2.0%	7.0%
EBIT (5yr horizon)	4% - 5,6%	15,1% - 15,8%	6,9% - 7,3%	3,2% - 4,1%	14,7% - 16,4%	3,5% - 5,8%	7,7% - 14,2%
Goodwill balance	1,100,000	2,160,147	2,026,403	1,285,763	236,776	277,472	544,744

The recoverable amount of the above cash generating units was determined using the value in use method. The value in use was determined based on the projected cash flows derived from four year plans approved by management, with these cash flows projected over to perpetuity. The annual assessment did not result in an impairment of the existing goodwill.

The key assumptions used by Management to calculate their projected cash flows in the context of its annual audit for the impairment of goodwill are as follows:
- The zero risk rate was established on the basis of external information.
- Earnings before interest and taxes were calculated based on last years' historical data adjusted in order to take into account the expected changes in operating performance.

4.10.4 Inventories

The inventories are analyzed as follows:

Group	31.12.2022	31.12.2021
Merchandise	71,455,753	73,796,600
Products	12,169,408	9,075,069
Raw Materials	22,731,308	16,796,458
Prepayments for stock purchase	3,200,655	2,982,481
Impairment due to obsolescence	(1,419,462)	(3,037,080)
Total	**108,137,662**	**99,613,527**

Company	31.12.2022	31.12.2021
Merchandise	20,810,003	24,640,220
Products	11,066,289	8,070,893
Raw Materials	13,630,868	9,364,701
Prepayments for stock purchase	1,928,387	2,226,496
Impairment due to obsolescence	(780,861)	(2,660,000)
Total	**46,654,686**	**41,642,311**

The increase in inventories is related to the growth of the Group, as well as to increased input costs and reflects the Group's effort to preserve its costs and production capacity.

There is no pledge over the Group's and the Company's inventories.

The analysis of the provision for the impairment due to obsolescence is as follows:

Group	31.12.2022	31.12.2021
Opening Balance	**3,037,080**	**2,213,126**
Provision	4,425,706	5,061,390
Use of provision	(6,003,251)	(4,233,299)
Provision reserve	0	(24,803)
Foreign exchange differences	(30,563)	20,665
Discontinued activities	(9,510)	0
Closing balance	**1,419,462**	**3,037,080**

Company	31.12.2022	31.12.2021
Opening Balance	**2,660,000**	**1,641,873**
Provision	2,256,327	4,639,964
Use of provision	(4,135,466)	(3,621,837)
Closing balance	**780,861**	**2,660,000**

During the current fiscal year, the Group and the Company proceeded into destruction of stock amounting to 6 million euros and 4.1 million euros in total respectively whereas the corresponding amounts in 2021 settled at 4.2 million euros and 3.6 million euros respectively.

4.10.5 Trade and other receivables

The trade receivables account is analyzed as follows:

Group	31.12.2022	31.12.2021
Trade receivables	82,762,513	80,724,903
Minus provisions	(2,298,157)	(3,107,534)
Net trade receivables	80,464,355	77,617,370
Checks and notes receivable	20,359,346	16,693,847
Minus provisions	(2,400,000)	(2,400,000)
Net checks and notes receivable	17,959,346	14,293,847
Total	**98,423,702**	**91,911,217**

Company	31.12.2022	31.12.2021
Trade receivables	37,428,780	31,727,310
Minus provisions	(1,228,037)	(1,877,517)
Net trade receivables	36,200,744	29,849,793
Checks and notes receivable	19,465,819	15,922,282
Minus provisions	(2,400,000)	(2,400,000)
Net checks and notes receivable	17,065,819	13,522,282
Total	**53,266,562**	**43,372,075**

On 31st December 2022 and 2021, the maturity of the current and overdue trade receivables, was as follows:

	Group		Company	
	31.12.2022	**31.12.2021**	**31.12.2022**	**31.12.2021**
Current (Not past due)	86,562,793	81,377,442	42,940,481	34,612,069
0-90 days	5,342,217	5,721,754	3,544,932	2,379,864
91-180 days	3,000,314	1,638,633	2,901,984	1,774,368
over 180 days	8,216,534	8,680,922	7,507,201	8,883,290
	103,121,859	**97,418,751**	**56,894,599**	**47,649,591**

The Group and the Company apply the simplified approach of IFRS 9 for the calculation of expected credit losses for all trade receivables across their total life.

Expected loss rates are based on the historical credit losses of the group and the Company that occurred during the three-year period before the end of the period. Historical loss rates are then adjusted for current and future information on macroeconomic factors affecting the Group and the Company's customers.

The tables below present the credit risk analysis of the Group and the Company:

Group					
TRADE RECEIVABLES	**Current**	**<90**	**90-180**	**181+**	**Total**
TOTAL TRADE RECEIVABLES	86,562,793	5,342,217	3,000,314	8,216,534	103,121,859
EXPECTED CREDIT LOSS	31,487	60,748	58,205	4,547,717	4,698,157
PERCENTAGE EXPECTED CREDIT LOSS	0.04%	1.14%	1.94%	55.35%	4.56%

Company					
TRADE RECEIVABLES	**Current**	**<90**	**90-180**	**181+**	**Total**
TOTAL TRADE RECEIVABLES	42,940,481	3,544,932	2,901,984	7,507,201	56,894,599
EXPECTED CREDIT LOSS	16,713	26,032	26,003	3,559,289	3,628,037
PERCENTAGE EXPECTED CREDIT LOSS	0.04%	0.73%	0.90%	47.41%	6.38%

The other receivables are analyzed as follows:

Group	31.12.2022	31.12.2021
Accounts receivable in legal contest	473,793	475,766
Sundry Debtors	5,361,287	5,488,849
Short-term Lease Receivables	111,679	179,116
Prepayments and accrued income	1,815,266	2,436,181
Accounts for management of prepayments & credits	78,971	47,530
Minus provisions	(606,899)	(460,895)
Total	**7,234,098**	**8,166,547**

Company	31.12.2022	31.12.2021
Accounts receivable in legal contest	425,136	425,136
Sundry Debtors	1,748,928	2,779,329
Receivables from dividends	37,222,830	1,219,981
Short-term Lease Receivables	111,679	179,116
Prepayments and accrued income	946,449	1,116,287
Accounts for management of prepayments & credits	44,357	47,530
Minus provisions	(558,243)	(410,266)
Total	**39,941,137**	**5,357,115**

The analysis of the provision for trade receivables and for other receivables is as follows:

Group	31.12.2022	31.12.2021
Opening Balance	**5,968,429**	**6,260,641**
Additions for the year	462,381	213,116
Receivables written off	(873,639)	(374,963)
Amounts offset	(15,838)	(230,897)
Foreign exchange differences	(117,370)	100,532
Discontinued activities	(118,905)	0
Closing balance	**5,305,057**	**5,968,429**

Company	31.12.2022	31.12.2021
Opening Balance	**4,687,782**	**4,565,901**
Additions for the year	178,938	121,881
Receivables written off	(680,441)	0
Closing balance	**4,186,280**	**4,687,782**

The Other long-term receivables are analyzed as follows:

Group	31.12.2022	31.12.2021
Other long-term receivables	38,716,279	252,247
Long-term Lease receivables	0	111,679
Total	**38,716,279**	**363,926**

Company	31.12.2022	31.12.2021
Other long-term receivables	150,609	150,609
Long-term Lease receivables	0	111,679
Total	**150,609**	**262,288**

The largest part of the Other long-term receivables of the Group relates to the discounted receivable from the sale of the Company's participation in ELCA Cosmetics Ltd and its subsidiaries (see Note 4.10.2).

4.10.6 Cash & cash equivalents

Cash & cash equivalents represent cash in hand of the Group and company and bank deposits available at first demand, which are analyzed as follows:

Group	31.12.2022	31.12.2021
Cash in hand	148,205	166,061
Bank deposits	60,531,702	45,643,217
Total	**60,679,908**	**45,809,278**

Company	31.12.2022	31.12.2021
Cash in hand	141,755	157,180
Bank deposits	22,394,971	19,925,181
Total	**22,536,726**	**20,082,361**

It is noted that there are no frozen deposits.

4.10.7 Financial Assets at Fair Value through Results

	Group		Company	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Opening Balance	**4,771,648**	**4,909,195**	**4,771,648**	**4,909,195**
Acquisitions	3,057,713	6,518,648	3,057,713	6,518,648
Cost of disposals	(4,650,682)	(6,505,904)	(4,650,682)	(6,505,904)
Fair value adjustments	(439,753)	(150,291)	(439,753)	(150,291)
Closing balance	**2,738,925**	**4,771,648**	**2,738,925**	**4,771,648**

The above items are placements with a short-term investment horizon that are traded on active markets.

4.10.8 Trade and other liabilities

The Company's and Group's trade and other liabilities are analyzed as follows:

Group	31.12.2022	31.12.2021
Suppliers	65,570,428	65,289,371
Checks payable	4,575,325	3,064,274
Total	**70,145,754**	**68,353,645**

Company	31.12.2022	31.12.2021
Suppliers	32,763,048	26,530,309
Checks payable	4,575,325	3,064,274
Total	**37,338,374**	**29,594,583**

The other liabilities of the Company and the Group are analyzed as follows:

Group	31.12.2022	31.12.2021
Social Security Funds	1,951,785	1,848,740
Customer Prepayments	1,516,873	2,165,104
Long-term Liabilities payable in the following year	20,667	0
Government Grants	1,531,924	1,264,436
Dividends Payable	30,247	32,224
Accruals and deferred expenses	3,768,221	2,830,060
Sundry Creditors	2,138,274	1,141,862
Total	**10,957,992**	**9,282,427**

Company	31.12.2022	31.12.2021
Social Security Funds	1,284,011	1,253,790
Customer Prepayments	2,566,396	3,523,605
Short-term Liabilities towards Related Companies	546,492	562,373
Government Grants	0	5,161
Dividends Payable	30,247	32,224
Accruals and deferred expenses	1,260,336	1,323,721
Sundry Creditors	1,401,686	465,127
Total	**7,089,167**	**7,166,001**

4.10.9 Provisions and other long-term liabilities

The provisions and other long-term liabilities are analyzed as follows:

Group	31.12.2022	31.12.2021
Government Grants	6,724,543	3,097,460
Other provisions	2,539,300	503,360
Other long-term liabilities	249,998	299,308
Total	**9,513,841**	**3,900,128**

The provisions analysis is as follows:

Group	31.12.2022	31.12.2021
Opening Balance	**503,360**	**492,429**
Additions for the year	2,488,542	239,273
Use of provision	(403,416)	(249,873)
Foreign exchange differences	(34,977)	21,531
Discontinued activities	(14,210)	0
Closing balance	**2,539,300**	**503,360**

4.10.10 Loans

Loans are analyzed as follows:

	Group		Company	
	31.12.2022	**31.12.2021**	**31.12.2022**	**31.12.2021**
Short-term loans				
Bank loans	23,188,527	8,390,387	2,920,000	1,460,000
Bond Loans	4,175,000	4,175,000	4,175,000	6,425,000
Long-term loans				
Bank loans	14,160,000	28,148,729	14,160,000	7,810,000
Bond Loans	6,550,000	15,825,000	6,550,000	22,575,000
Total	**48,073,527**	**56,539,117**	**27,805,000**	**38,270,000**

The Group's loans concern bank loans and Bond Loans.

During the year 2022, part of a bond loan amounting to 9.3 million euros that had been granted by Eurobank S.A., to the parent Company was repaid. The initial amount of the bond loan was 20 million euros.

Additionally, in the first half of the year 2022, a loan of 10 million euros was granted by EBRD to the parent Company.

During the second half of the year 2022, the remaining of all the subsidiaries' loans to Credit Suisse was repaid, amounting to 9 million euros.

Finally, part of the investment loan of 2.7 million euros by BNP PARIBAS was repaid by the subsidiary company POLIPAK.

The analysis of the bond loans is presented below:

4.10.10.1 Group

Group		
Analysis of Bond Loans		
Bank	**Maturity**	**Amount**
EUROBANK	19/3/2023	2,087,500
EUROBANK	18/9/2023	2,087,500
EUROBANK	19/3/2024	2,087,500
EUROBANK	18/9/2024	2,087,500
EUROBANK	18/3/2025	2,087,500
EUROBANK	18/9/2025	287,500
Total		**10,725,000**

4.10.10.2 Company

Company		
Analysis of Bond Loans		
Bank	**Maturity**	**Amount**
EUROBANK	19/3/2023	2,087,500
EUROBANK	18/9/2023	2,087,500
EUROBANK	19/3/2024	2,087,500
EUROBANK	18/9/2024	2,087,500
EUROBANK	18/3/2025	2,087,500
EUROBANK	18/9/2025	287,500
Total		**10,725,000**

The tables below present the change from liabilities arising from financing activities:

Group	Non Current Loans & Borrowings	Current Loans & Borrowings	Total
1.1.2021	**48,607,624**	**7,805,390**	**56,413,014**
Cash Flows	1,941,072	(1,753,422)	187,650
Non Cash Flows			
-Effects of Foreign exchange	(47,466)	(14,081)	(61,547)
-Loans and borrowings classified as non current at 31 December 2020 becoming current during 2021	(6,527,500)	6,527,500	0
31.12.2021	**43,973,729**	**12,565,387**	**56,539,117**

Group	Non Current Loans & Borrowings	Current Loans & Borrowings	Total
1.1.2022	**43,973,729**	**12,565,387**	**56,539,117**
Cash Flows	3,440,000	(11,551,900)	(8,111,900)
Non Cash Flows			
-Effects of Foreign exchange	(255,680)	(98,009)	(353,689)
-Loans and borrowings classified as non current at 31 December 2021 becoming current during 2022	(26,448,049)	26,448,049	0
31.12.2022	**20,710,000**	**27,363,527**	**48,073,527**

Company	Non Current Loans & Borrowings	Current Loans & Borrowings	Total
1.1.2021	**44,000,000**	**6,000,000**	**50,000,000**
Cash Flows	(7,087,500)	(4,642,500)	(11,730,000)
Non Cash Flows			
-Loans and borrowings classified as non current at 31 December 2020 becoming current during 2021	(6,527,500)	6,527,500	0
31.12.2021	**30,385,000**	**7,885,000**	**38,270,000**

Company	Non Current Loans & Borrowings	Current Loans & Borrowings	Total
1.1.2022	**30,385,000**	**7,885,000**	**38,270,000**
Cash Flows	3,440,000	(13,905,000)	(10,465,000)
Non Cash Flows			
-Loans and borrowings classified as non current at 31 December 2021 becoming current during 2022	(13,115,000)	13,115,000	0
31.12.2022	**20,710,000**	**7,095,000**	**27,805,000**

4.10.11 Income Tax

	Group		Company	
	01.01-31.12.2022	01.01-31.12.2021	01.01-31.12.2022	01.01-31.12.2021
Income tax	(5,983,537)	(5,644,611)	(376,912)	(1,032,988)
Deferred tax	492,701	(758,704)	(421,954)	(127,520)
Total	**(5,490,836)**	**(6,403,315)**	**(798,866)**	**(1,160,508)**
Earnings / (Losses) before taxes	**31,759,589**	**37,722,017**	**70,430,209**	**28,101,208**
-minus/plus: Temporary differences in income	(7,711,160)	(13,460,403)	(8,018,127)	(9,381,964)
-minus/plus: Temporary differences in expenses	11,443,905	8,683,372	6,100,155	8,292,254
Adjustments in tax for income not subject to taxation				
- Tax free income	0	0	(66,605,541)	(21,930,693)
- Differences in income	(4,047,862)	(1,792,233)	0	(1,580)
- Other adjustments	10	8,819	0	0
Adjustments in tax for Expenses which are not tax deductible				
- Differences in expenses	(1,179,746)	(2,754,301)	(2,309,977)	(2,103,261)
- Non tax-deductible expenses	6,425,781	5,314,664	2,116,482	1,785,280
Offsetting of losses from previous fiscal years	**(60,973)**	**0**	**0**	**0**
Total	**36,629,544**	**33,721,936**	**1,713,200**	**4,761,244**
Expected Tax Expense	**5,838,923**	**5,909,691**	**376,904**	**1,047,474**
Adjustments on the tax due to change in tax rate	0	(112,216)	0	(112,216)
Tax of temporary differences	(492,701)	870,920	421,954	239,736
Other movements	144,614	(265,080)	8	(14,485)
Real tax expense	**5,490,836**	**6,403,315**	**798,866**	**1,160,508**

The financial figures included in the table above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market.

With regard to the fiscal year 2022, the Company is subject to the tax audit of the Certified Auditors stipulated by the provisions of article 65A of Law 4174/2013. The audit is under progress and the relevant tax certificate is expected to be granted after the release of the annual financial statements for the period 31.12.2022. The Management of the Company does not expect the emergence of any significant tax obligations apart from those already depicted in the financial statements.

4.10.12 Deferred taxes

Deferred tax assets	31.12.2022	31.12.2021
Differences of intangible assets	638	1,105
Differences of tangible assets	33,793	6,815
Write-off of trade receivables	22,887	19,764
Provisions for employee benefits	6,920	0
Provisions	260,706	12,868
Recognition of tax loss	0	86,410
Total	**324,944**	**126,963**

Deferred liabilities	31.12.2022	31.12.2021
Differences of intangible assets	(7,391,174)	(7,174,072)
Differences of tangible assets	(622,230)	(1,273,541)
Provisions for doubtful debts	89,470	59,286
Provisions for employee benefits	331,318	252,825
Provisions	942,689	1,439,091
Foreign exchange differences	9,457	19,470
Total	**(6,640,470)**	**(6,676,942)**

Deferred taxes income / (expense)	31.12.2022	31.12.2021
Differences of intangible assets	(162,569)	2,767
Differences of tangible assets	590,224	(651,018)
Provisions for doubtful debts	33,311	(32,479)
Provisions for employee benefits	79,556	(219,949)
Provisions	(185,636)	47,699
Foreign exchange differences	9,043	(9,028)
Discontinued activities	(8,348)	(5,947)
Subtotal	**355,581**	**(867,955)**
Proportion of deferred tax from associate companies	118,225	(31,576)
Total	**473,805**	**(899,531)**
Total deferred tax recognized on Comprehensive Income (a)	602,578	(796,227)
Total deferred tax recognized on Other Comprehensive Income (b)	(128,773)	(103,304)

Company

Deferred tax assets / (liabilities)	31.12.2022	31.12.2021
Differences of intangible assets	(3,460,018)	(3,205,058)
Differences of tangible assets	309,130	279,671
Provisions for doubtful debts	40,777	35,332
Provisions for employee benefits	311,144	231,120
Provisions	264,828	505,786
Total	**(2,534,141)**	**(2,153,149)**

Deferred taxes income / (expense)	31.12.2022	31.12.2021
Differences of intangible assets	(254,961)	(77,357)
Differences of tangible assets	29,459	(2,876)
Provisions for doubtful debts	5,445	2,039
Provisions for employee benefits	80,023	(221,390)
Provisions	(240,958)	184,248
Total	**(380,992)**	**(115,335)**
Total deferred tax recognized on Comprehensive Income (a)	(421,954)	(127,520)
Total deferred tax recognized on Other Comprehensive Income (b)	40,962	12,185

4.10.13 Employee benefits

Employee salaries and expenses are analyzed as follows:

Group	31.12.2022	31.12.2021
Employee salaries	41,312,315	39,533,798
Employee benefits	1,833,165	1,588,171
Employer contributions	8,320,003	7,937,011
Employment termination indemnities	610,514	995,561
Remuneration of BoD members	2,046,550	2,174,257
Continued activities	**54,122,546**	**52,228,798**
Discontinued activities	96,957	134,373
Total activities	**54,219,503**	**52,363,171**
Average number of employees	**2,298**	**2,376**

Company	31.12.2022	31.12.2021
Employee salaries	20,764,878	19,022,808
Employee benefits	1,093,808	973,259
Employer contributions	4,846,238	4,530,957
Employment termination indemnities	378,182	790,068
Remuneration of BoD members	2,046,550	2,174,257
Total activities	**29,129,656**	**27,491,348**
Average number of employees	**847**	**846**

4.10.14 Expenses per category

Expenses per category are analyzed as follows:

Group	01.01 - 31.12.2022	01.01 - 31.12.2021
Cost of goods sold	293,262,311	262,728,319
Employee expenses	46,018,680	44,609,095
Third-party fees	5,790,683	6,134,713
Third-party benefits	8,511,698	7,975,194
Taxes – duties	2,708,815	2,662,543
Sundry expenses	47,543,974	38,569,982
Fixed asset depreciation	9,856,598	9,507,740
Continued activities	**413,692,759**	**372,187,585**
Discontinued activities	1,346,873	1,916,645
Total activities	**415,039,632**	**374,104,230**

Company	01.01 - 31.12.2022	01.01 - 31.12.2021
Cost of goods sold	121,092,378	106,879,558
Employee expenses	26,139,236	24,780,436
Third-party fees	3,158,795	2,995,797
Third-party benefits	3,506,008	3,088,369
Taxes – duties	1,578,771	1,515,102
Sundry expenses	20,726,099	18,820,556
Fixed asset depreciation	5,578,167	5,418,446
Total activities	**181,779,455**	**163,498,263**

Note: The above expenses are reduced by the amount of expenses that have been charged to the production of the parent Company and Group.

The cost of sales analysis is as follows:

Group	01.01 - 31.12.2022	01.01 - 31.12.2021
Cost of goods	277,684,897	246,767,570
Employee expenses	8,065,627	7,619,703
Third-party fees	4,483,829	3,770,205
Third-party benefits	5,840,561	4,796,318
Taxes – duties	47,070	62,004
Sundry expenses	606,540	474,144
Fixed asset depreciation	3,450,279	3,362,268
Ιδιόχρηση αποθεμάτων	(6,916,493)	(4,123,893)
Continued activities	**293,262,311**	**262,728,319**
Discontinued activities	1,081,740	1,571,373
Total activities	**294,344,051**	**264,299,692**

Company	01.01 - 31.12.2022	01.01 - 31.12.2021
Cost of goods	114,458,855	100,807,391
Employee expenses	2,990,420	2,710,912
Third-party fees	1,600,005	1,545,333
Third-party benefits	1,143,277	921,691
Taxes – duties	5,828	8,519
Sundry expenses	322,481	199,498
Fixed asset depreciation	1,663,043	1,489,977
Ιδιόχρηση αποθεμάτων	(1,091,529)	(803,764)
Total activities	**121,092,378**	**106,879,558**

The administrative expenses analysis is as follows:

Group	01.01 - 31.12.2022	01.01 - 31.12.2021
Employee expenses	11,314,340	10,347,968
Third-party fees	2,362,692	2,415,017
Third-party benefits	3,107,421	2,993,119
Taxes – duties	201,100	333,094
Sundry expenses	1,367,151	881,922
Fixed asset depreciation	2,164,117	1,972,683
Continued activities	**20,516,821**	**18,943,804**
Discontinued activities	83,811	117,532
Total activities	**20,600,632**	**19,061,336**

Company	01.01 - 31.12.2022	01.01 - 31.12.2021
Employee expenses	6,335,995	5,324,235
Third-party fees	1,264,485	1,224,907
Third-party benefits	2,471,577	1,940,971
Taxes – duties	135,467	113,985
Sundry expenses	970,431	607,827
Fixed asset depreciation	1,659,156	1,142,314
Total activities	**12,837,112**	**10,354,239**

The distribution expenses analysis is as follows:

Group	01.01 - 31.12.2022	01.01 - 31.12.2021
Employee expenses	34,704,339	34,261,126
Third-party fees	3,427,991	3,719,696
Third-party benefits	5,404,277	4,982,074
Taxes – duties	2,507,715	2,329,449
Sundry expenses	46,176,823	37,688,060
Fixed asset depreciation	7,692,482	7,535,057
Continued activities	**99,913,627**	**90,515,462**
Discontinued activities	181,322	227,739
Total activities	**100,094,949**	**90,743,202**

Company	01.01 - 31.12.2022	01.01 - 31.12.2021
Employee expenses	19,803,241	19,456,201
Third-party fees	1,894,311	1,770,890
Third-party benefits	1,034,431	1,147,398
Taxes – duties	1,443,303	1,401,117
Sundry expenses	19,755,668	18,212,728
Fixed asset depreciation	3,919,011	4,276,132
Total activities	**47,849,965**	**46,264,466**

4.10.15 Financial Income / Expenses

The financial income / expenses are analyzed as follows:

Group	01.01- 31.12.2022	01.01- 31.12.2021
Interest Expense	(2,271,277)	(995,654)
Interest Income	384,226	137,663
Foreign exchange differences	846,911	(425,636)
Gain from sale of participations & securities	1,760,068	967,537
Loss from sale of participations & securities	(445,283)	(43,950)
Other financial income/expense	(690,838)	(542,239)
Discontinued activities	(937,896)	11,294
Total	**(1,354,090)**	**(890,985)**

Company	01.01- 31.12.2022	01.01- 31.12.2021
Interest Expense	(927,134)	(946,995)
Interest Income	89,484	36,601
Foreign exchange differences	(56,399)	(15,005)
Gain from sale of participations & securities	1,760,068	967,537
Loss from sale of participations & securities	(445,283)	(53,950)
Dividends from subsidiaries	66,605,541	21,930,693
Other financial income/expense	(468,749)	15,164
Total	**66,557,528**	**21,934,046**

4.10.16 Share capital

Share Capital					
	Number of shares	Nomical value of shares	Share capital	Share premium	Total
31.12.2022	69,877,484	0.78	54,504,438	40,676,356	**95,180,793**
31.12.2021	69,877,484	0.78	54,504,438	40,676,356	**95,180,793**
31.12.2020	69,877,484	0.78	54,504,438	40,676,356	**95,180,793**

4.10.17 Earnings per Share

Earnings per share were calculated according to the weighted average number of shares after the deduction of the weighted average number of treasury shares held by the Company.

	Group						Company	
	01.01-31.12.2022			01.01-31.12.2021			01.01-31.12.2022	01.01-31.12.2021
Amounts in €	Continued Activities	Discontinued Activities	Total Activities	Continued Activities	Discontinued Activities	Total Activities	Total Activities	Total Activities
Earnings after tax attributed to the owners of the Company	26,272,729	19,139,038	45,411,767	31,013,790	9,278,426	40,292,216	69,631,343	26,940,700
Weighted average number of shares	66,963,298	0	66,963,298	66,995,069	0	66,995,069	66,963,298	66,995,069
Earnings per share (€)	**0.3923**	**0.2858**	**0.6782**	**0.4629**	**0.1385**	**0.6014**	**1.0398**	**0.4021**

4.10.18 Dividends

- For the period ended on 31/12/2022:

The Ordinary General Meeting of shareholders during its meeting on 31.05.2022 approved the distribution of a dividend of 0.1431076139 euros per share or a total amount of 10,000,000 euros. According to the legislation in effect, the dividend that corresponded to 2,915,273 treasury shares of the Company further increased the total dividend of the other shareholders and therefore the total gross dividend per share accounted for 0.14933796 euro.

- For the period ended on 31/12/2021:

The Ordinary General Meeting of shareholders during its meeting on 20.05.2021 approved the distribution of a dividend of 0.214661421 euros per share or a total amount of 15,000,000 euros. According to the legislation in effect, the dividend that corresponded to 2,891,424 treasury shares of the Company further increased the total dividend of the other shareholders and therefore the total gross dividend per share accounted for 0.22392718 euro.

4.10.19 Treasury Shares

During the year 2022, the Company proceeded to the purchase of 22,470 treasury shares at an average purchase price of 6.85 euro per share, paying 153,826 euro.
Including the 2,896,324 treasury shares already bought by the company during previous years, then as of 31/12/2022, the Company holds in total 2,918,794 treasury shares with nominal value of EUR 0.78 per share and an average purchase price of 4.84 euro per share, having paid a total of 14,113,340 euro.
The treasury shares that the Company holds correspond to 4.18% of its share capital.

4.10.20 Reserves

The reserves are analyzed as follows:

Group	31.12.2022	31.12.2021
Ordinary reserve	12,837,322	11,491,426
Special reserve	(10,888)	151,865
Extraordinary reserve	165,377	165,377
Tax-free reserves on special law provisions	3,601,875	3,601,875
Reserve for treasury shares	(14,113,340)	(13,959,514)
Reserve from revaluation of fixed assets	18,791,603	18,293,876
Total	**21,271,949**	**19,744,904**

Company	31.12.2022	31.12.2021
Ordinary reserve	10,335,697	8,989,801
Special reserve	112,400	257,628
Tax-free reserves on special law provisions	3,601,875	3,601,875
Reserve for treasury shares	(14,113,340)	(13,959,514)
Reserve from revaluation of fixed assets	14,928,335	14,928,335
Total	**14,864,966**	**13,818,124**

4.10.21 Table of changes in fixed assets

4.10.21.1 Company

	Land - fields	Buildings, building facilities and technical	Investment property	Machinery, technical installations and	Vehicles	Furniture and other equipment	Fixed assets under construction and	Intangible assets	Total
Acquisition cost 1.1.2021	**8,305,615**	**36,674,248**	**31,972**	**17,858,586**	**1,040,607**	**12,156,721**	**1,621,876**	**40,436,117**	**118,125,742**
Acquisitions	0	139,262	0	1,953,374	75,638	978,859	3,407,490	370,609	6,925,233
Reclassifications	0	8,267	0	2,931,460	0	30,008	(3,208,257)	238,521	0
Revaluation	1,184,836	1,152,422	0	0	0	0	0	0	2,337,258
Write-offs	0	0	0	0	0	(696,881)	0	0	(696,881)
Cost of disposals	0	0	0	(5,800)	(30,000)	(1,974)	0	0	(37,774)
Value as at 31.12.2021	**9,490,451**	**37,974,200**	**31,972**	**22,737,621**	**1,086,245**	**12,466,732**	**1,821,109**	**41,045,247**	**126,653,578**

	Land - fields	Buildings, building facilities and	Investment property	Machinery, technical installations	Vehicles	Furniture and other equipment	Fixed assets under construction	Intangible assets	Total
Depreciations 1.1.2021	**0**	**18,306,603**	**115**	**10,901,477**	**833,274**	**8,824,961**	**0**	**9,000,069**	**47,866,501**
Depreciations for the Period	0	1,287,712	0	1,281,996	47,239	980,804	0	1,580,905	5,178,656
Revaluation	0	696,401	0	0	0	0	0	0	696,401
Depreciation on write-offs	0	0	0	0	0	(682,877)	0	0	(682,877)
Depreciation of disposals	0	0	0	(3,084)	(7,150)	(1,410)	0	0	(11,643)
Depreciations 31.12.2021	**0**	**20,290,717**	**115**	**12,180,389**	**873,363**	**9,121,478**	**0**	**10,580,975**	**53,047,038**
Net book value as at 31.12.2021	**9,490,451**	**17,683,483**	**31,857**	**10,557,232**	**212,882**	**3,345,254**	**1,821,109**	**30,464,273**	**73,606,540**

	Land - fields	Buildings, building facilities and technical	Investment property	Machinery, technical installations and	Vehicles	Furniture and other equipment	Fixed assets under construction and	Intangible assets	Total
Acquisition cost 1.1.2022	**9,490,451**	**37,974,200**	**31,972**	**22,737,621**	**1,086,245**	**12,466,732**	**1,821,109**	**41,045,247**	**126,653,578**
Acquisitions	0	56,042	2,465,620	178,285	14,170	360,962	1,256,150	41,610	4,372,838
Reclassifications	0	289,398	0	880,174	0	536,524	(1,789,375)	83,278	0
Revaluation	0	0	(58,212)	0	0	0	0	0	(58,212)
Write-offs	0	0	0	0	0	(121,501)	(93,075)	0	(214,576)
Cost of disposals	0	0	(8,681)	0	(27,526)	(172,721)	0	(1,218)	(210,146)
Value as at 31.12.2022	**9,490,451**	**38,319,640**	**2,430,698**	**23,796,080**	**1,072,889**	**13,069,996**	**1,194,810**	**41,168,918**	**130,543,482**

	Land - fields	Buildings, building facilities and	Investment property	Machinery, technical installations	Vehicles	Furniture and other equipment	Fixed assets under construction	Intangible assets	Total
Depreciations 1.1.2022	**0**	**20,290,717**	**115**	**12,180,389**	**873,363**	**9,121,478**	**0**	**10,580,975**	**53,047,038**
Depreciations for the Period	0	1,340,068	274	1,380,773	44,630	1,024,880	0	1,679,938	5,470,563
Depreciation on write-offs	0	0	0	0	0	(115,550)	0	0	(115,550)
Depreciation of disposals	0	0	0	0	(27,526)	(171,292)	0	(1,218)	(200,036)
Depreciations 31.12.2022	**0**	**21,630,785**	**390**	**13,561,162**	**890,467**	**9,859,517**	**0**	**12,259,694**	**58,202,015**
Net book value as at 31.12.2022	**9,490,451**	**16,688,855**	**2,430,309**	**10,234,917**	**182,422**	**3,210,480**	**1,194,810**	**28,909,223**	**72,341,467**

The reclassifications in Building, building factilities and in Machinery & Technical installation relate to the photovoltaic installation at Oinofyta.

The addition in Investment in Property relate mainly to the purchase of the new plot and building at Oinofyta, which is leased to third parties.

The net book value of the Group's intangible assets as at 31/12/2022 consists of trademarks - rights amounting to approximately 25.6 million euros (26.7 million euros on 31/12/2021) and software programs amounting to approximately 3.3 million euros (3.8 million euros on 31/12/2021).

The fixed assets of the Group are free of encumbrances.

The right of use assets for the Company as at 31st December 2022 are as follows:

	Buildings, building facilities and technical	Vehicles	Total
Acquisition cost 1.1.2021	**6,158,123**	**2,394,659**	**8,552,782**
Acquisitions	3,022	645,676	648,698
Write-offs	(159,893)	(63,955)	(223,848)
Value as at 31.12.2021	**6,001,252**	**2,976,380**	**8,977,632**

	Buildings, building facilities and technical	Vehicles	Total
Depreciations 1.1.2021	**1,662,745**	**1,195,773**	**2,858,518**
Depreciations for the Period	1,068,537	661,231	1,729,767
Depreciation on write-offs	(159,893)	(38,565)	(198,458)
Depreciations 31.12.2021	**2,571,388**	**1,818,439**	**4,389,827**
Net book value as at 31.12.2021	**3,429,864**	**1,157,941**	**4,587,805**

	Buildings, building facilities and technical	Vehicles	Total
Acquisition cost 1.1.2022	**6,001,252**	**2,976,380**	**8,977,632**
Acquisitions	7,779,465	214,214	7,993,680
Write-offs	0	(215,102)	(215,102)
Value as at 31.12.2022	**13,780,717**	**2,975,492**	**16,756,210**

	Buildings, building facilities and technical	Vehicles	Total
Depreciations 1.1.2022	**2,571,388**	**1,818,439**	**4,389,827**
Depreciations for the Period	1,163,740	606,906	1,770,646
Depreciation on write-offs	0	(127,963)	(127,963)
Depreciations 31.12.2022	**3,735,128**	**2,297,382**	**6,032,510**
Net book value as at 31.12.2022	**10,045,589**	**678,110**	**10,723,699**

4.10.21.2 Group

	Land - fields	Buildings, building facilities and	Investment property	Machinery, technical installations	Vehicles	Furniture and other equipment	Fixed assets under construction	Intangible assets	Total
Acquisition cost 1.1.2021	**10,683,675**	**49,056,398**	**1,033,141**	**40,424,444**	**2,542,574**	**13,212,025**	**12,042,037**	**75,553,838**	**204,548,131**
Acquisitions	384,836	139,262	0	2,398,979	118,486	1,001,977	25,939,180	468,209	30,450,930
Reclassifications	0	334,819	0	3,063,336	74,146	30,649	(3,741,472)	238,521	0
Revaluation	1,380,585	1,740,110	3,635,244	0	0	0	21,554	0	6,777,493
Write-offs	0	0	0	(115,691)	(21,306)	(699,935)	(80,589)	(57,324)	(974,845)
Cost of disposals	0	0	0	(54,612)	(130,711)	(5,074)	0	0	(190,397)
Foreign exchange differences	14,111	546,036	(36,193)	798,033	31,242	3,588	(101,332)	700,203	1,955,688
Value as at 31.12.2021	**12,463,207**	**51,816,624**	**4,632,191**	**46,514,490**	**2,614,431**	**13,543,230**	**34,079,379**	**76,903,447**	**242,567,000**

	Land - fields	Buildings, building facilities and	Investment property	Machinery, technical installations	Vehicles	Furniture and other equipment	Fixed assets under construction	Intangible assets	Total
Depreciations 1.1.2021	**0**	**21,659,267**	**115**	**21,692,623**	**1,887,722**	**9,378,528**	**0**	**15,172,516**	**69,790,772**
Depreciations for the Period	0	1,611,474	0	3,080,078	180,637	1,070,395	0	2,436,051	8,378,634
Revaluation	0	888,914	0	0	0	0	0	0	888,914
Depreciation on write-offs	0	0	0	(105,884)	(13,940)	(685,931)	0	(57,324)	(863,078)
Depreciation of disposals	0	0	0	(37,101)	(93,462)	(3,519)	0	0	(134,082)
Foreign exchange differences	0	212,605	0	384,764	22,293	1,974	0	65,266	686,903
Depreciations 31.12.2021	**0**	**24,372,260**	**115**	**25,014,480**	**1,983,252**	**9,761,448**	**0**	**17,616,508**	**78,748,063**
Net book value as at 31.12.2021	**12,463,207**	**27,444,364**	**4,632,076**	**21,500,010**	**631,180**	**3,781,782**	**34,079,379**	**59,286,939**	**163,818,937**

	Land - fields	Buildings, building facilities and technical	Investment property	Machinery, technical installations and	Vehicles	Furniture and other equipment	Fixed assets under construction and	Intangible assets	Total
Acquisition cost 1.1.2022	**12,463,207**	**51,816,624**	**4,632,191**	**46,514,490**	**2,614,431**	**13,543,230**	**34,079,379**	**76,903,447**	**242,567,000**
Acquisitions	0	56,042	2,465,620	411,047	51,210	374,328	6,838,008	636,409	10,832,665
Reclassifications	(487,158)	10,048,344	5,956,435	4,611,817	673,019	726,157	(21,611,892)	83,278	0
Revaluation	51,515	1,579,311	(58,212)	0	0	0	(21,001)	0	1,551,613
Write-offs	0	(50,231)	0	(515,904)	(53,447)	(137,540)	(118,341)	(1,258)	(876,722)
Cost of disposals	0	(32,026)	(4,624,601)	(265,661)	(53,056)	(172,721)	0	(1,218)	(5,149,283)
Reductions from discont.operations	0	0	0	(5,392)	0	0	0	0	(5,392)
Foreign exchange differences	(79,370)	(1,368,842)	12,779	(1,747,671)	(77,408)	(18,820)	(617,925)	20,295	(3,876,962)
Value as at 31.12.2022	**11,948,194**	**62,049,222**	**8,384,212**	**49,002,726**	**3,154,748**	**14,314,634**	**18,548,228**	**77,640,954**	**245,042,918**

	Land - fields	Buildings, building facilities and	Investment property	Machinery, technical installations	Vehicles	Furniture and other equipment	Fixed assets under construction	Intangible assets	Total
Depreciations 1.1.2022	**0**	**24,372,260**	**115**	**25,014,480**	**1,983,252**	**9,761,448**	**0**	**17,616,508**	**78,748,063**
Depreciations for the Period	0	1,868,211	274	3,090,526	240,741	1,134,734	0	2,526,604	8,861,090
Revaluation	0	579,735	0	0	0	0	0	0	579,735
Depreciations of reclassifications	0	(1,680,259)	1,680,259	0	0	0	0	0	0
Depreciation on write-offs	0	(9,074)	0	(456,931)	(53,447)	(131,589)	0	(1,258)	(652,300)
Depreciation of disposals	0	(4,324)	0	(144,184)	(53,056)	(171,292)	0	(1,218)	(374,074)
Depreciation on reductions from discont.oper	0	0	0	(3,721)	0	0	0	0	(3,721)
Foreign exchange differences	0	(512,350)	(824)	(1,008,061)	(57,042)	(12,000)	0	(55,794)	(1,646,070)
Depreciations 31.12.2022	**0**	**24,614,199**	**1,679,825**	**26,492,110**	**2,060,447**	**10,581,300**	**0**	**20,084,843**	**85,512,723**
Net book value as at 31.12.2022	**11,948,194**	**37,435,023**	**6,704,387**	**22,510,616**	**1,094,301**	**3,733,334**	**18,548,228**	**57,556,112**	**159,530,195**

The additions in 2022 to the Fixed assets under construction, mainly concern Polipak’s investment project. The reclassifications relate to the completion of a part of Polipak’s investment project.

The addition in Investment in Property relate mainly to the purchase of the new plot and building at Oinofyta, which is leased to third parties, and the sale of €4.6m relates to the sale of the investment plot in Romania, which took place in January 2022.

The net book value of the Group's intangible assets as at 31/12/2022 consists of trademarks - rights amounting to approximately 51.4 million euros (52.7 million euros on 31/12/2021) and software programs amounting to approximately 5.9 million euros (6.5 million euros on 31/12/2021).

The fixed assets of the Group are free of encumbrances.

The right of use assets for the Group as at 31 December 2022 are as follows:

	Land - fields	Buildings, building facilities and technical	Machinery, technical installations and	Vehicles	Furniture and other equipment	Total
Acquisition cost 1.1.2021	**223,864**	**14,970,713**	**0**	**6,266,566**	**92,294**	**21,553,436**
Acquisitions	0	401,382	0	1,085,841	0	1,487,223
Write-offs	0	(771,702)	0	(437,228)	0	(1,208,930)
Foreign exchange differences	27,633	43,586	0	5,473	(1,468)	75,225
Value as at 31.12.2021	**251,497**	**14,643,979**	**0**	**6,920,652**	**90,826**	**21,906,955**

	Land - fields	Buildings, building facilities and technical	Machinery, technical installations and	Vehicles	Furniture and other equipment	Total
Depreciations 1.1.2021	**16,255**	**4,702,688**	**0**	**2,186,434**	**25,375**	**6,930,751**
Depreciations for the Period	8,709	2,757,197	0	1,723,666	13,038	4,502,609
Depreciation on write-offs	0	(367,369)	0	(257,601)	0	(624,970)
Foreign exchange differences	2,394	5,643	0	2,346	(476)	9,907
Depreciations 31.12.2021	**27,358**	**7,098,159**	**0**	**3,654,844**	**37,936**	**10,818,296**
Net book value as at 31.12.2021	**224,139**	**7,545,821**	**0**	**3,265,808**	**52,890**	**11,088,658**

	Land - fields	Buildings, building facilities and technical	Machinery, technical installations and	Vehicles	Furniture and other equipment	Total
Acquisition cost 1.1.2022	**251,497**	**14,643,979**	**0**	**6,920,652**	**90,826**	**21,906,955**
Acquisitions	63,014	9,661,395	15,496	691,326	0	10,431,231
Write-offs	(41,904)	(757,327)	0	(342,155)	0	(1,141,386)
Foreign exchange differences	(54,483)	(221,453)	(8)	(21,767)	13	(297,699)
Value as at 31.12.2022	**218,124**	**23,326,594**	**15,489**	**7,248,056**	**90,839**	**30,899,101**

	Land - fields	Buildings, building facilities and technical	Machinery, technical installations and	Vehicles	Furniture and other equipment	Total
Depreciations 1.1.2022	**27,358**	**7,098,159**	**0**	**3,654,844**	**37,936**	**10,818,296**
Depreciations for the Period	9,116	2,769,806	1,877	1,678,728	13,009	4,472,536
Depreciation on write-offs	0	(594,373)	0	(209,097)	0	(803,470)
Foreign exchange differences	(6,781)	(102,079)	(1)	(6,570)	(37)	(115,469)
Depreciations 31.12.2022	**29,692**	**9,171,512**	**1,876**	**5,117,906**	**50,908**	**14,371,894**
Net book value as at 31.12.2022	**188,431**	**14,155,082**	**13,613**	**2,130,150**	**39,931**	**16,527,207**

4.10.22 Number of Employees

The number of employees for the Group and Company is as follows:

	Group		Company	
	01.01 - 31.12.2022	01.01 - 31.12.2021	01.01 - 31.12.2022	01.01 - 31.12.2021
Regular employees	1,882	2,036	729	748
Day-wage employees	416	340	118	98
Total Employees	**2,298**	**2,376**	**847**	**846**

4.10.23 Provisions for post-employment employee benefits

The liability for post-employment benefits is presented in the Financial Statements according to IAS 19 and is based on an actuarial study that was carried out based on 31 December 2022.

The calculations of the study were based on the following actuarial assumptions:

a. Average annual long-term inflation rate: 3.0%

b. Annual Increase of Wages: 3.5%

c. Discount rate: According to guidance of IAS 19, the discount rate for the calculation of present values, and the investment of reserves must be defined prudently. In our case, this rate was set at 3.8%, in nominal terms.

d. Employee mobility: We assumed that no dismissals will occur and all employees will receive indemnity during their retirement.

0-1 year	3,00%
2-5 years	2,00%
6-10 years	1,00%
11-more years	0,00%

e. Retirement ages and condition: According to the statutory provisions of the Primary Social Insurance fund of each employee.

f. Indemnities: In application of the legal provisions of Law 4093/2012.

g. Assets for the indemnity of Law 2112/20: zero (0)

The expense for the provision for staff retirement indemnities that was recognized in the results, is as follows:

	Group		Company	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
Current Employment Service Cost	(164,954)	890,019	(162,281)	898,942
Financial cost	(15,272)	(44,649)	(15,272)	(40,785)
Actuarial Losses (Profit)	(203,348)	(28,320)	(186,190)	(23,245)
Total	**(383,574)**	**817,050**	**(363,743)**	**834,911**
Further Payments	2,746	0	0	0
Retirement expenses	**(380,828)**	**817,050**	**(363,743)**	**834,911**
Balance of Liability at beginning of period	**1,196,007**	**2,012,802**	**1,050,546**	**1,885,457**
Retirement expenses	380,828	(817,050)	363,743	(834,911)
Fx Diferrences	(1,851)	255	0	0
Closing Balances	**1,574,984**	**1,196,007**	**1,414,289**	**1,050,546**

A quantitative sensitivity analysis of the major assumptions as of 31st December 2022 is presented below:

Obligation			
Discount rate -0.50%		Discount rate 0.50%	
33,208	2%	(31,689)	-2%
Estimated salary increase -0.50%		Estimated salary increase 0.50%	
(31,929)	-2%	33,143	2%
Mortality -10%		Mortality 10%	
9,134	1%	(9,054)	-1%

4.10.24 Litigation Cases

- There are no pending or under arbitration legal cases and decisions by judicial or arbitration bodies which may significantly affect the financial statements of the Group and the Company, apart from the case of Marinopoulos S.A., where the Company has a claim of 2.4 million euros, that is included in the Company's provisions.

4.10.25 Contingent Liabilities

During the period 01.01 – 31.12.2022 there are no contingent liabilities either in the Group or the Company.

4.10.26 Contractual Obligations

A. Guarantees

The Company has guaranteed loan liabilities of its subsidiaries.

B. Capital investment commitments

There are no obligation relating to capital investments

4.10.27 Events after the Balance Sheet Date

- ❖ On January 18, 2023, with the issuance of a Decree of the District Court of Nicosia, the merger of the subsidiary company WALDECK LTD with the subsidiary company ZETAFIN LTD took place. The merger was completed on February 15, 2023.
- ❖ In January 2023, the share capital increase in the subsidiary company Sarantis Polska S.A. was completed amounting to € 23.4 million.
- ❖ Within the first quarter of 2023, bond loans worth €20 million were raised by the Company to cover working capital needs.

4.10.28 Foreign Exchange Differences

The operating currency of the Group is the Euro. The Company converts the statements of income of the subsidiary companies into euro based on the average exchange rate and the balance sheets based on the closing exchange rate as of 31st December.

The major foreign exchange differences that were used in the conversion of foreign transactions into euro are the following:

	Average rate for the period ended		Spot rate as at	
	31.12.2022	31.12.2021	31.12.2022	31.12.2021
US dollar	1.05	1.18	1.07	1.13
UK sterling	0.85	0.86	0.89	0.84
Polish zloty	4.69	4.57	4.69	4.60
Romanian leu	4.93	4.92	4.95	4.95
Bulgarian lev	1.96	1.96	1.96	1.96
Czech koruna	24.57	25.65	24.12	24.86
Serbian dinar	117.46	117.57	117.32	117.58
Macedonian dinar	61.62	61.63	61.49	61.63
Hungarian florint	391.33	358.57	400.25	369.00
Bosnia-Herzegovina convertible marka	1.96	1.96	1.96	1.96
Ukrainian hryvnia	34.07	32.30	61.49	30.92
Russian rouble	72.34	87.19	75.66	84.07

4.10.29 Related party transactions

The most significant transactions between the Company and its related parties, as such are defined by International Accounting Standard 24, are presented below.

Trade receivables	31.12.2022	31.12.2021
Sarantis Bulgaria LTD	90,516	81,140
Sarantis Romania S.A.	1,289,681	896,889
Sarantis Polska S.A.	3,199,205	467,272
Sarantis Czech Republic sro	1,936,952	1,241,239
Polipak SP.Z.O.O.	34,314	8,526
Sarantis Slovakia S.R.O	5,355	64,936
Ergopack LLC	912,991	852,186
Sarantis Hungary Kft.	668,545	244,783
Sarantis Portugal Lda	853,749	671,346
Elode France SARL	35,685	31,042
Lenidi SA	2,230,379	0
Lenidi Bulgaria LTD	16,638	0
Lenidi Romania LTD	42	0
Total	**11,274,052**	**4,559,359**
Grand Total Receivables	**11,274,052**	**4,559,359**

Trade Liabilities	**31.12.2022**	**31.12.2021**
Sarantis Belgrade D.O.O	944,260	963,891
Sarantis Skopje D.O.O	678,476	676,358
Sarantis Bulgaria LTD	0	1,769
Sarantis Romania S.A.	3,224	7,293
Sarantis Polska S.A.	597,520	583,828
Sarantis Czech Republic sro	189	3,143
Polipak SP.Z.O.O.	514,928	746,010
Sarantis Slovakia S.R.O	0	7
Sarantis Hungary Kft.	0	5,608
Sarantis France SARL	40,971	45,630
Total	**2,779,568**	**3,033,537**

Liabilities from loans	**31.12.2022**	**31.12.2021**
Sarantis Bulgaria LTD	0	2,250,742
Sarantis Romania S.A.	0	4,501,484
Sarantis Polska S.A.	0	2,250,742
Waldeck LTD	546,492	562,373
Total	**546,492**	**9,565,342**
Grand Total Liabilities	**3,326,060**	**12,598,879**

Income

Income from sale of merchandise	**01.01 - 31.12.2022**	**01.01 - 31.12.2021**
Sarantis Belgrade D.O.O	2,612,504	1,940,193
Sarantis Skopje D.O.O	799,242	611,738
Sarantis Bulgaria LTD	2,220,785	1,756,835
Sarantis Romania S.A.	5,636,955	5,404,913
Sarantis Polska S.A.	12,507,004	6,226,631
Sarantis Czech Republic sro	6,835,219	4,987,002
Sarantis Slovakia S.R.O	708,633	1,733,014
Ergopack LLC	797,514	771,976
Sarantis Hungary Kft.	1,190,824	883,270
Sarantis Portugal Lda	1,121,708	804,948
Lenidi SA	2,598,206	0
Lenidi Bulgaria LTD	67,714	0
Total	**37,096,307**	**25,120,521**

Other Income	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Belgrade D.O.O	217,331	180,881
Sarantis Banja Luca DOO	6,108	8,501
Sarantis Skopje D.O.O	21,518	23,639
Sarantis Bulgaria LTD	43,029	34,992
Sarantis Romania S.A.	237,875	102,814
Sarantis Polska S.A.	1,395,713	583,281
Sarantis Czech Republic sro	319,545	183,365
Polipak SP.Z.O.O.	172,562	76,001
Sarantis Slovakia S.R.O	28,501	61,545
Ergopack LLC	115,894	149,328
Sarantis Hungary Kft.	108,305	75,801
Sarantis Portugal Lda	92,319	58,172
Lenidi SA	23,116	0
Lenidi Bulgaria LTD	7,987	0
Lenidi Romania LTD	3,951	0
Total	**2,793,753**	**1,538,320**
Grand Total Income	**39,890,060**	**26,658,841**

Expenses and Purchases

Purchases of Merchandise - Services	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Belgrade D.O.O	0	1,443
Sarantis Bulgaria LTD	5,181	4,526
Sarantis Romania S.A.	27,146	61,011
Sarantis Polska S.A.	2,134,762	1,976,184
Sarantis Czech Republic sro	3,872	3,515
Polipak SP.Z.O.O.	3,513,445	3,532,768
Sarantis Slovakia S.R.O	0	1,431
Sarantis Hungary Kft.	0	5,675
Lenidi SA	486,126	0
Total	**6,170,532**	**5,586,553**

Expenses – Interest	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Bulgaria LTD	41,198	127,068
Sarantis Romania S.A.	82,503	254,137
Sarantis Polska S.A.	41,399	127,068
Waldeck LTD	15,687	15,687
Total	**180,787**	**523,960**

Other Expenses	01.01 - 31.12.2022	01.01 - 31.12.2021
Sarantis Bulgaria LTD	0	2,445
Sarantis Romania S.A.	0	4,891
Sarantis Polska S.A.	206	2,445
Total	**206**	**9,781**
Grand Total Expenses	**6,351,525**	**6,120,295**

Table of Disclosures of Related Parties		
	Group	**Company**
a) Income	2,943,174	39,890,060
b) Expenses	486,126	6,351,525
c) Receivables	2,352,181	11,274,052
d) Liabilities	0	3,326,060
e) Transactions and remuneration of senior executives and management	2,046,550	2,046,550
f) Receivables from senior executives and management	88,037	88,037
g) Liabilities towards senior executives and management	778	778
h) Receivables from affiliates	0	0
i) Liabilities to affiliates	0	0

*The company Lenidi S.A. and its subsidiaries, Lenidi Bulgaria Ltd and Lenidi Romania Ltd, are related parties as of August 5, 2022 and transactions with these companies for the entire year 2022 are shown above.

It is noted that related party transactions are done at market purchase prices.

4.10.30 Business Units and Geographical Analysis Tables

4.10.30.1 Breakdown by Business Unit

Turnover Analysis*

SBU Turnover (€ mil)	*FY '22*	*%*	*FY '21*
Personal Care	**193.75**	**9.92%**	**176.27**
% of Total	**43.53%**		**43.39%**
Own	124.66	13.24%	110.09
% of SBU	64.34%		62.46%
Distributed	69.09	4.40%	66.18
% of SBU	35.66%		37.54%
Home Care	**162.60**	**3.57%**	**156.99**
% of Total	**36.53%**		**38.64%**
Own	157.69	2.44%	153.93
% of SBU	96.98%		98.05%
Distributed	4.91	60.34%	3.06
% of SBU	3.02%		1.95%
Private Label	**32.98**	**46.61%**	**22.50**
% of Total	**7.41%**		**5.54%**
Other Sales	**55.73**	**10.36%**	**50.50**
% of Total	**12.52%**		**12.43%**
Health Care	10.94	6.52%	10.27
% of SBU	19.64%		20.34%
Luxury Cosmetics	44.79	11.34%	40.23
% of SBU	80.36%		79.66%
Total Turnover	**445.07**	**9.55%**	**406.26**

The financial figures included in the table above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market.

EBIT Analysis*

SBU EBIT (€ mil)		*FY '22*	*%*	*FY '21*
Personal Care		**15.30**	24.87%	**12.25**
	Margin	7.90%		6.95%
	% of EBIT	47.46%		35.01%
Own		13.02	31.93%	9.87
	Margin	10.45%		8.97%
	% of EBIT	40.39%		28.21%
Distributed		2.28	-4.38%	2.38
	Margin	3.30%		3.60%
	% of EBIT	7.06%		6.81%
Home Care		**12.01**	-34.27%	**18.27**
	Margin	7.38%		11.64%
	% of EBIT	37.25%		52.21%
Own		11.59	-35.90%	18.08
	Margin	7.35%		11.75%
	% of EBIT	35.96%		51.68%
Distributed		0.42	126.79%	0.18
	Margin	8.47%		5.99%
	% of EBIT	1.29%		0.52%
Private Label		**1.09**	1.48%	**1.07**
	Margin	3.30%		4.77%
	% of EBIT	3.38%		3.07%
Other Sales		**3.84**	13.09%	**3.40**
	Margin	6.89%		6.73%
	% of EBIT	11.92%		9.71%
Health Care		**1.85**	-12.81%	**2.13**
	Margin	16.94%		20.70%
	% of EBIT	5.75%		6.08%
Luxury Cosmetics		**1.99**	56.43%	**1.27**
	Margin	4.44%		3.16%
	% of EBIT	6.17%		3.63%
Total EBIT		**32.24**	-7.86%	**34.99**
	Margin	**7.24%**		**8.61%**

The financial figures included in the table above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market

4.10.30.2 Geographical Breakdown

Turnover analysis*

Country Turnover (€ mil)	*FY '22*	*%*	*FY '21*
Greece	**148.24**	**3.82%**	**142.78**
% of Total Turnover	**33.31%**		**35.15%**
Poland	74.28	7.67%	68.99
Poland - Polipak	32.98	46.61%	22.50
Romania	69.00	13.53%	60.78
Bulgaria	16.55	16.50%	14.21
Serbia	24.84	22.45%	20.29
Czech Republic	26.05	12.78%	23.10
Slovakia	6.79	11.93%	6.06
Hungary	12.67	20.64%	10.50
North Macedonia	4.90	9.80%	4.46
Bosnia	3.94	18.52%	3.33
Portugal	2.20	14.03%	1.93
Ukraine	22.51	-17.64%	27.33
Slovenia	0.10	0.00%	-
Affiliates Subtotal	**296.83**	**12.66%**	**263.48**
% of Total Turnover	**66.69%**		**64.85%**
Total Turnover	**445.07**	**9.55%**	**406.26**

The financial figures included in the table above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market

EBIT Analysis*

Country EBIT (€ mil)	***FY '22***	***%***	***FY '21***
Greece	**13.35**	-15.79%	**15.85**
% of Total Ebit	41.40%		45.29%
Poland	2.22	-56.42%	5.09
Poland-Polipak	1.09	1.48%	1.07
Romania	7.15	8.36%	6.60
Bulgaria	1.81	56.91%	1.16
Serbia	2.06	8.40%	1.90
Czech Republic	3.11	23.08%	2.53
Slovakia	0.11	-49.37%	0.21
Hungary	-0.06	-159.98%	0.11
North Macedonia	0.73	37.24%	0.53
Bosnia	-0.07	70.71%	-0.23
Portugal	0.00	105.47%	-0.08
Ukraine	0.78	209.71%	0.25
Slovenia	-0.04	0.00%	0.00
Affiliates Subtotal	**18.89**	-1.30%	**19.14**
% of Total Ebit	58.60%		54.71%
Total EBIT	**32.24**	-7.86%	**34.99**

The financial figures included in the table above present the Continuing activities of the Group excluding ELCA Cosmetics Ltd contribution, since the Group's participation was sold on June 15 2022, and Hoztorg LLC, since the Group decided to permanently withdraw from the Russian market

Marousi, April 27th 2023

THE CHAIRMAN OF THE BOARD	CHIEF EXECUTIVE OFFICER & BOARD MEMBER	THE GROUP'S CHIEF FINANCIAL OFFICER & BOARD MEMBER	THE COMPANY'S FINANCE DIRECTOR	THE ACCOUNTANT DIRECTOR
GRIGORIS SARANTIS	KYRIAKOS SARANTIS	KONSTANTINOS ROZAKEAS	ANASTASIA-STAVROULA LATSOU	EFSTATHIOS STEFAS
ID No. X 080619/03	ID No. AI 597050/2010	ID No. AK 783631/13	ID No. AA 128208/05	ID No. AI 988547/12