

27 March 2025





Sarantis Group at a glance

**Sustainability at the core
of our strategy**

**Committed to high standards of
Responsible Governance**

**Environment:
Our decarbonisation journey**

**Power of Innovation:
the Role of R&D**

Empowering our ecosystem



Sarantis Group at a glance

Sarantis Group at a glance

Strong international presence

We operate in

13

countries

Enhancing our international expansion footprint through presence in

selected international markets



3,111

employees

110,000+

Point of sales



Strong distribution network across our region and commercial excellence in the PoS reinforce our consumers engagement



Financial Performance

€600.1m

revenue growth

€81.6m

EBITDA



60 yrs

of presence

A history full of successes that shapes the way we do business today

8

production facilities

Operating under the strictest quality and safety criteria



Established Strategic partnerships



We collaborate with leading international consumer companies that aim to grow their business in our region

Consumer Love brands of high quality and recognition in our portfolio

Beauty, Skin & Sun Care

24.1%

increase y-o-y

Personal care

13.4%

increase y-o-y

Home care Solutions

29.2%

increase y-o-y

Private Label

94.7%

increase y-o-y

Strategic Partnerships

13.6%

increase y-o-y

We care for the future the same way we care about the present

OUR SCOPE

- CEE and selected international markets on beauty
- Home Care solutions
- Personal Care & Beauty
- Bold on value accretive acquisitions
- Strategic distribution partnerships in Beauty Care

OUR COMPETITIVE ADVANTAGE

- We design for the CEE region with deep local consumer understanding
- We are the revitalisers of local “jewel” brands
- We invest in infrastructure in the region
- Household supply chain – cost competitiveness
- Long-term approach – family culture
- Frontline leadership – fast decision-making – Big Start-Up mindset

OUR STRATEGIC PRIORITIES

Strong Growth

Creating an engine of sustainable organic growth with acquisitions coming on top

Simplification and Efficiency

Unlock value and release energy in the organisation

Organizational Capability

Skills upscaling, leadership development



Sustainability at the core of our strategy

Our ESG Strategy: Seizing Opportunities

- ✓ **Opportunity Capture** – Leveraging ESG-driven opportunities for sustainable growth through our product portfolio
- ✓ **Risk Mitigation** – Addressing identified ESG risks through our Double Materiality process to safeguard long-term resilience



Our ESG strategy ensures a **balanced, proactive approach** to sustainability and value creation.



**Committed to high standards of Responsible Governance
related to Sustainability**



Raising Corporate Governance Standards

New Board of Directors

- ✓ 4 Executive Directors *
- ✓ 6 Non-Executive Directors
- ✓ 30% of the members are women
- ✓ 4 Independent Non-Executive Directors
- ✓ 4 years duration

* Executive Directors

Kyriakos Sarantis, Chairman of the Board
Giannis Bouras, Group CEO
Christos Varsos, Group CFO
Evangelos Siarlis, Group CHRO

All Committees comprise of Non-Executive Directors

Audit Committee

Michalis Imellos
Independent Non-Executive Director
Chairman

Remuneration and Nominations Committee

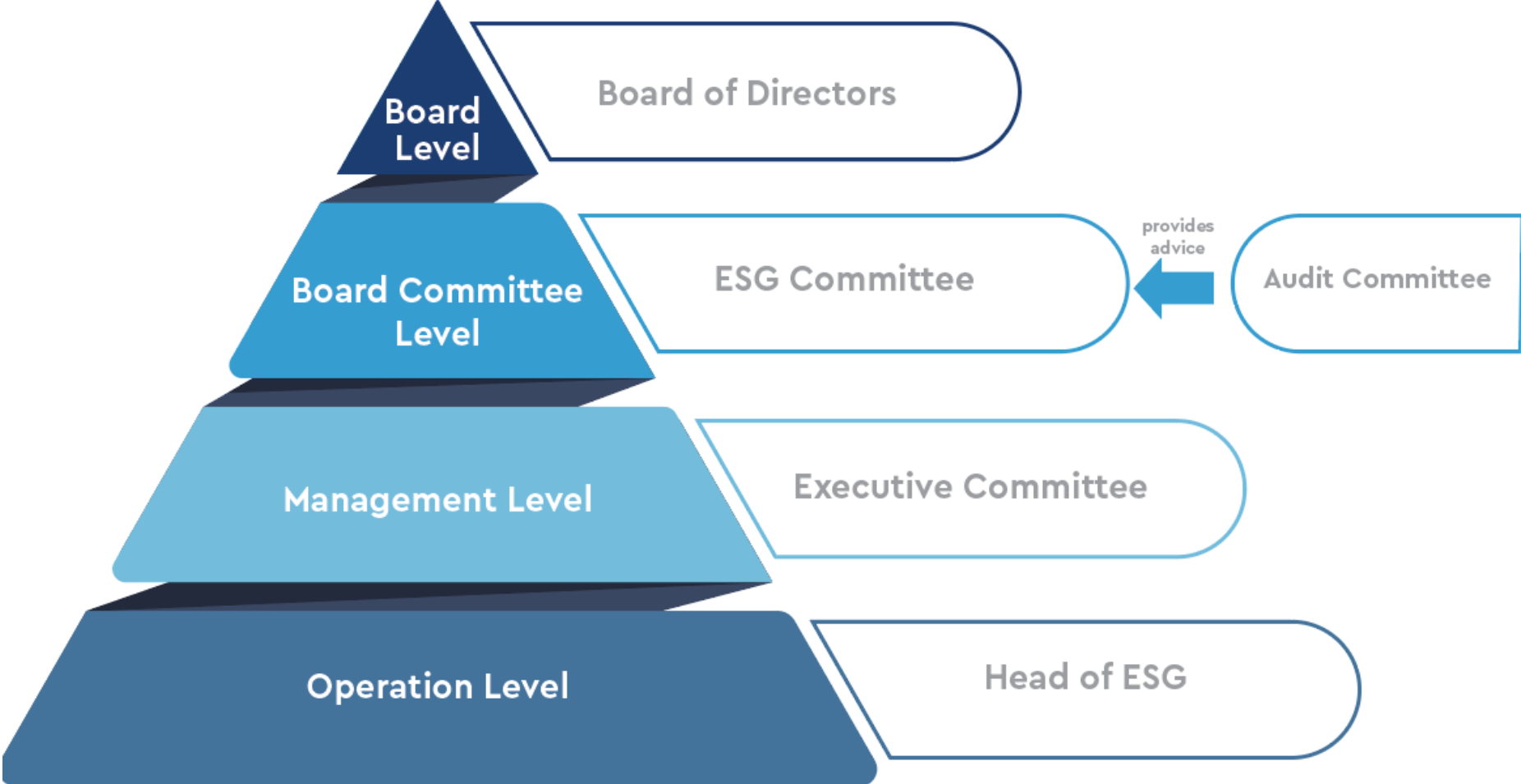
Marianna Politopoulou
Independent Non-Executive Director
Chairwoman

ESG Committee

Alexandra Gren
Independent Non-Executive Director
Chairwoman

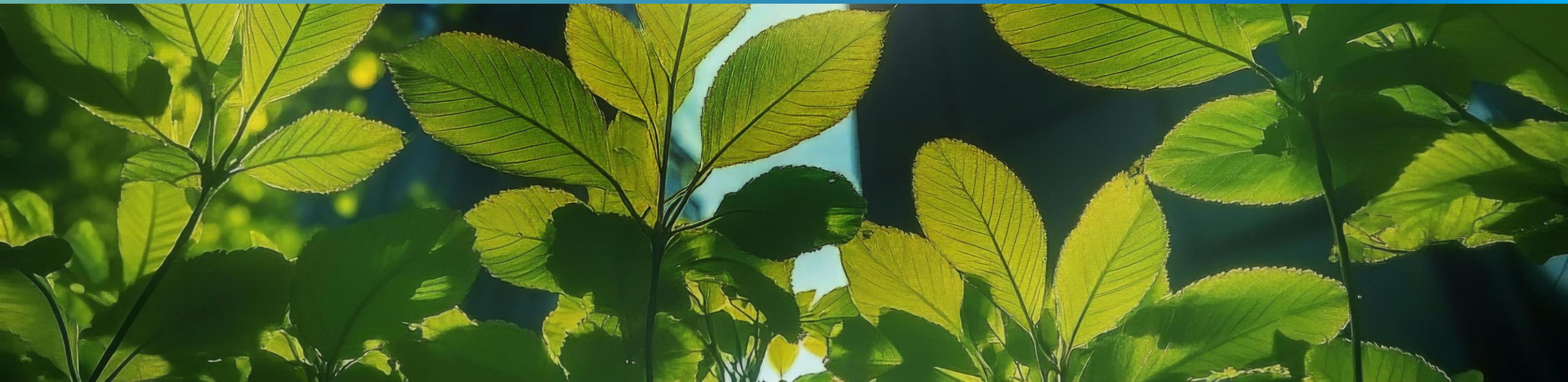
***Angeliki Samara** Independent Non-Executive Director
Member of the Audit Committee and the Remuneration & Nominations Committee

We Built A Solid Sustainability Governance





Environment: Our decarbonization journey



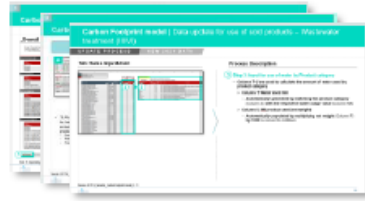
We built a solid model for CO2 scope 3 calculations

Stream I: Footprint model

Carbon Footprint model



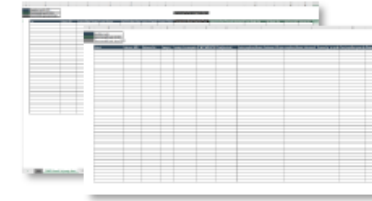
Carbon footprint model user manual



Overview of data coverage & improve. recommendations



Blueprint data request

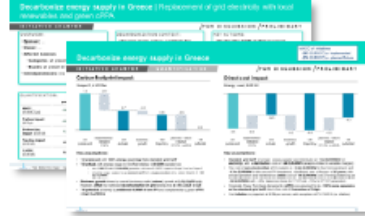


Stream II: Value Creation levers

CVCP - Initiatives model



Charters



Roadmap for target achievement

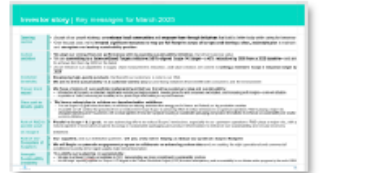


Stream III: Implem. & Mobilization

Overarching roadmap & PMO



Investor Story



Target Recommendations



Benchmarking



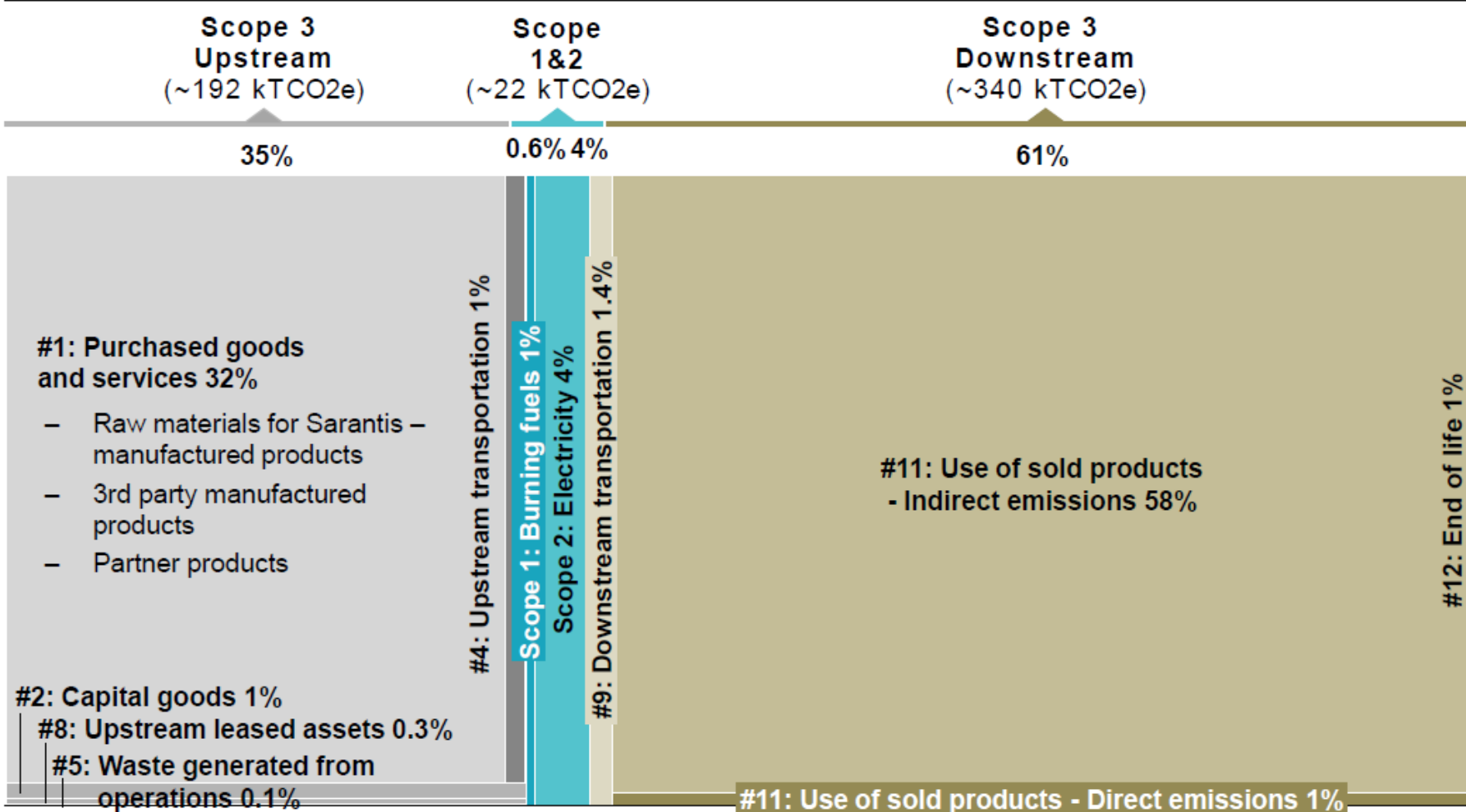
Green Indices deep dive



From Targets to Action: Measuring Our Carbon Footprint

Scope 1&2 and Scope 3 for 2023 in %

Total = ~555 kTCO2e



Key Highlights

- Scope 3 emissions represent **95%** of Sarantis' total **GHG** emissions
- Emissions from **Upstream activities** are **~7X** higher than emissions of **Sarantis' own operations and energy consumption**
- **Product/ packaging design, material sourcing, and supplier engagement** will play major role in driving long-term decarbonization
- **Use of sold products** constitutes **~59%** of **Scope 3 emissions**, but can be optionally excluded from a future SBTi Scope 3 target

Note: Scope 1 = Emissions from company owned or controlled sources (company vehicles, production processes) including biogenic emissions; Scope 2 = Market based indirect emissions from the consumption of purchased electricity (e.g., heating, cooling); Scope 3 = Emissions from the wider value chain of the company (e.g., purchased goods, waste disposal). *Insights based on available interim data | Source: Overall Summary_xlsm

Our CO2 performance for 2024

Scope 1&2 and Scope 3 for 2024 in %

Total = ~701,318kTCO2e

Scope 3
Upstream
(~222.7 kTCO2e)

Scope 1&2
Own operations
(~51.7 kTCO2e)

Scope 3
Downstream
(~426.9 kTCO2e)

38.76%

0.63% 6.75%

53.86%

#1: Purchased goods and services 30.07%

- Raw materials for Sarantis – manufactured products
- 3rd party manufactured products
- Partner products

#4: Upstream transportation 1.33%

Scope 1: Burning fuels 0.63%

Scope 2: Electricity 6.75%

#9: Downstream transportation 1.33%

#11: Use of sold products
- Indirect emissions 57.67%

#12: End of life 0.90%

#2: Capital goods 0.02%

#8: Upstream leased assets 0.24%

#5: Waste generated from operations 0.10%

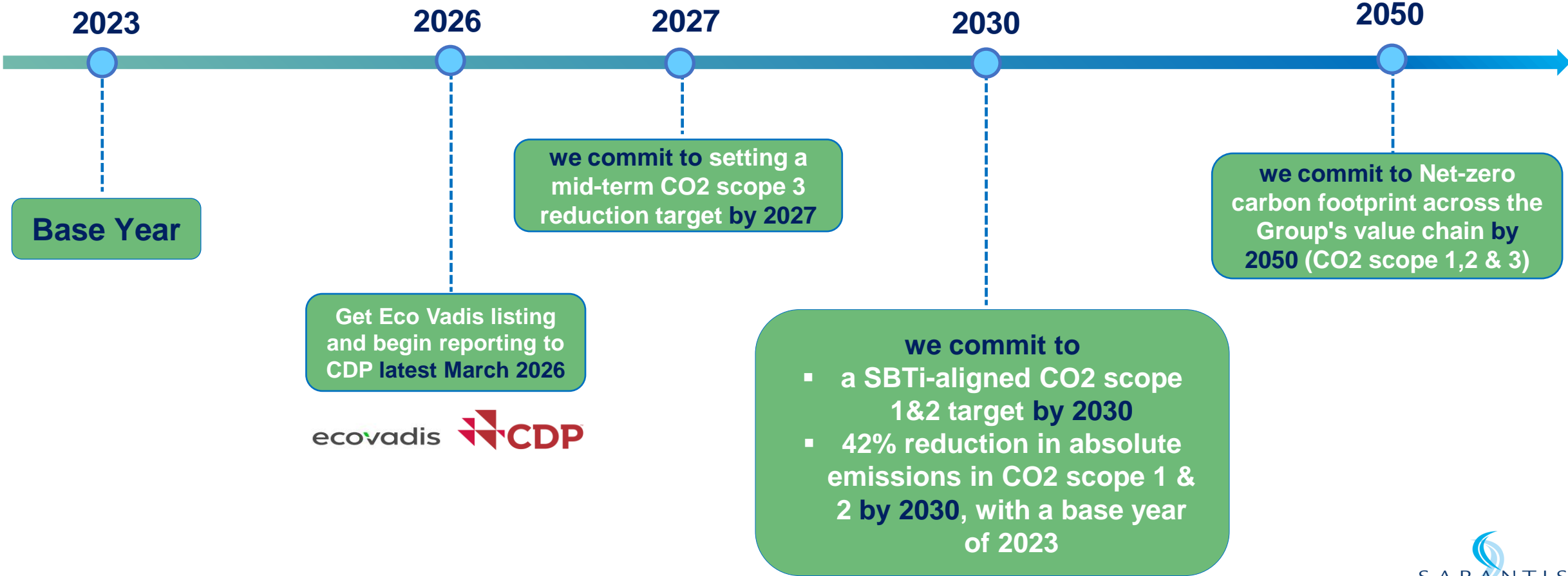
#11: Use of sold products – Direct emissions 0.97%

Key Highlights 2024

- CO2 scope 3 emissions represent **93%** of Sarantis' total GHG emissions
- Emissions from Upstream activities are **~ 4.5X higher than** emissions of Sarantis Group's own operations and energy consumption
- Product/packaging design, material sourcing, and supplier engagement will play major role in driving long term CO2 scope 3 decarbonization plans.
- Use of sold products constitutes **~59%** of scope 3 emissions, but can be optionally excluded from a future SBTi Scope 3 target

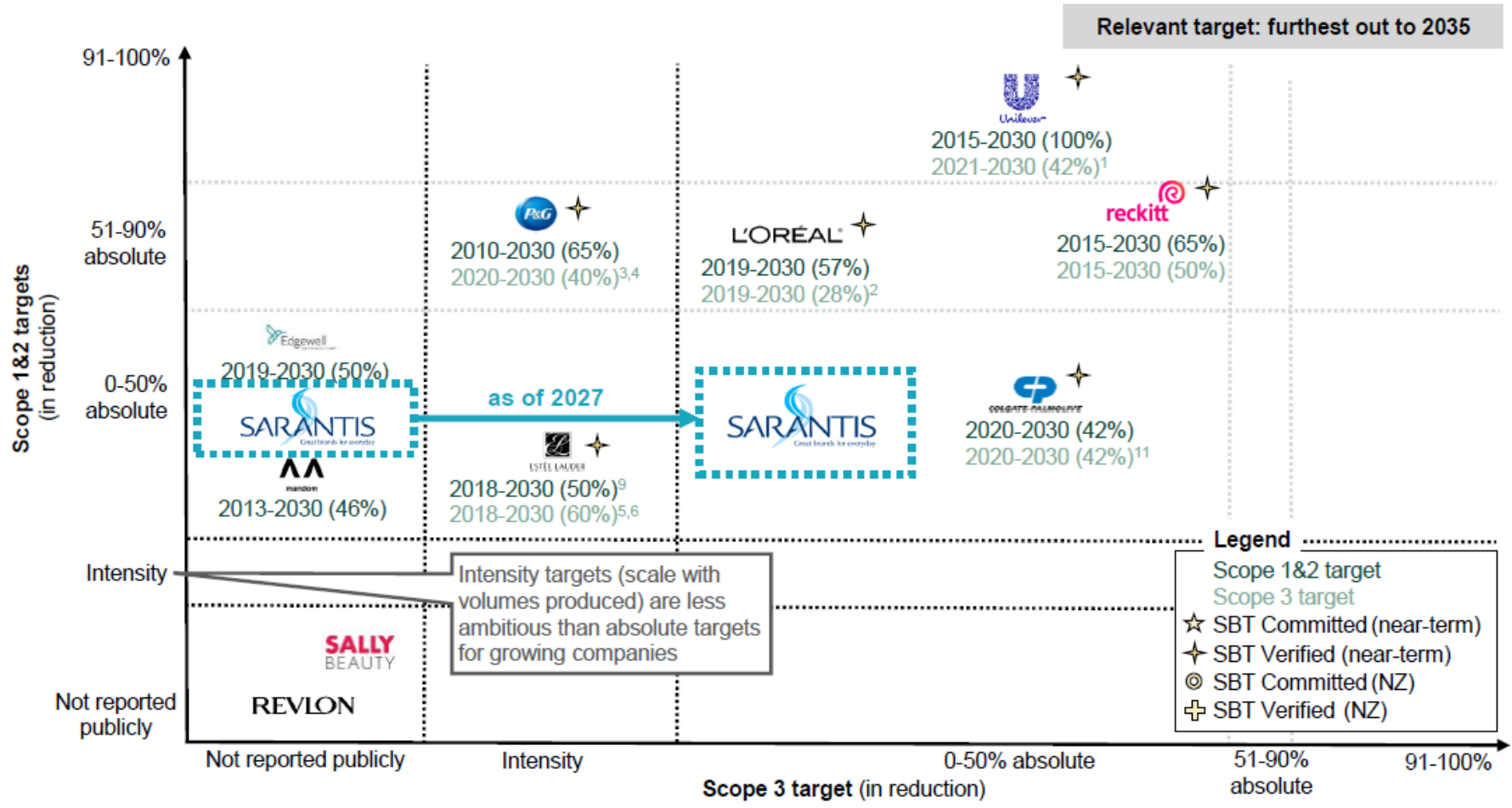
Committing to Science-Based Targets initiative (SBTi)-aligned targets

We align our strong financial performance with measurable sustainability initiatives that drive business value



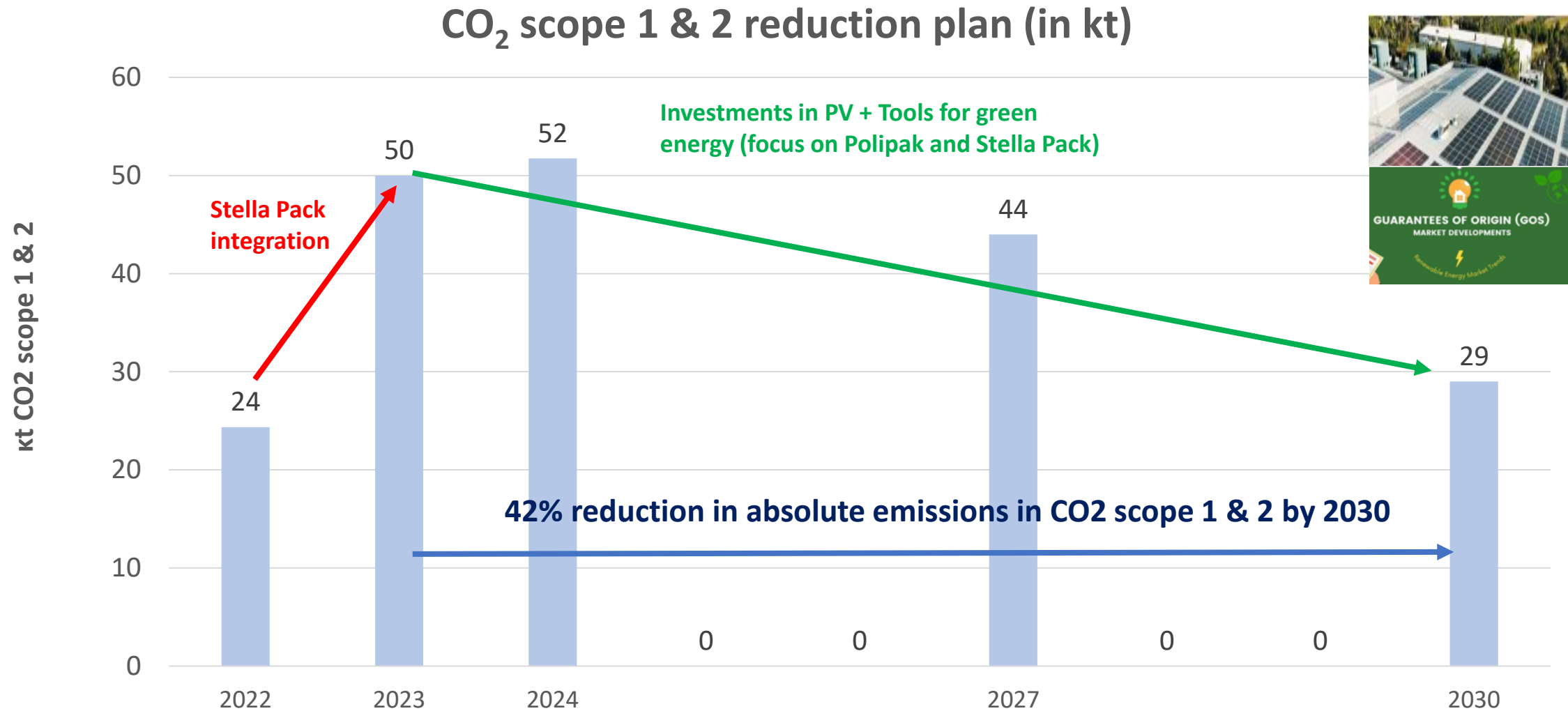
Peer decarbonization ambition benchmarking | SBTi-aligned target will position Sarantis Group among industry peers

AMBITION



Note:(1) Include multiple categories and emissions however does not include emissions from indirect consumer use; (2) Includes Purchased Goods & Services, Business Travel and Upstream Transportation & Distribution; (3) The intensity unit is per unit of production; (4) Scope 3 emissions include purchased goods and services; (5) The intensity unit is per unit revenue; (6) Scope 3 emissions include Purchased goods and services, upstream transportation and distribution, and business travel; (9) Carbon neutrality in its operations (Scope 1&2) since 2020 and already exceeded 50% target in 2023; (11) Only include purchased goods and services
Source: Company annual and sustainability reports, Company websites,

Our CO₂ reduction journey



* Although in 2023 Stella Pack was not part of the Group, its emissions were calculated to be included in the total and 2023 was set as the base year for the reduction target.

Clear pathway to our decarbonization goals

Carbon value creation opportunities touching upon all emission Scopes

We focus on three key areas with the most potential impact:

1. Energy supply & demand
2. Packaging
3. Sourcing

Decarb initiatives 2023-2030

scope
addressed
1 2 3

		1	2	3
	Expansion of Inhouse recycling technology at Poli Pack to 98% (current Polipack raw material mix vs. full potential inhouse r-LDPE)	⊗	⊗	⊙
1 Energy supply & demand	Decarbonize energy supply in Greece (1 st wave of PV instalment vs. grid energy mix)	⊗	⊙	⊗
	Decarbonize energy supply in Greece (2 nd wave of PV instalment vs. grid energy mix)	⊗	⊙	⊗
	Decarbonize energy supply in Greece (cPPA vs. grid energy mix)	⊗	⊙	⊗
	Decarbonize energy supply in Poland (grid vs. PV)	⊗	⊙	⊗
	Decarbonize energy supply in Poland (grid vs. cPPA)	⊗	⊙	⊗
	Energy efficiency measures in Poland (replacement of existing less efficient extruders with more energy efficient extruders)	⊗	⊙	⊗
	Energy efficiency measures in Poland (selection of more energy efficient extruders while capacity extension)	⊗	⊙	⊗

1. Energy supply & demand

Clear pathway to our decarbonization goals

Carbon value creation opportunities touching upon all emission Scopes

Decarb initiatives 2023-2030		scope addressed		
		1	2	3
2 Packaging	Introduction of Doypacks as standard pack (multilayer Doypack HDPE/PET vs. standard bottle PET/HDPE)	⊗	⊗	☑
	Conversion of multilayer Doypacks into mono-material (HDPE/PET vs. HDPE/HDPE)	⊗	⊗	☑
	Elimination of metal box as standard packaging for STR8 EDT & ASL (vs. cardboard box)	⊗	⊗	☑
	Elimination of metal box as standard packaging for B-UNSAME EDT (vs. cardboard box)	⊗	⊗	☑
3 Sourcing	Shift sourcing virgin LDPE plastic bags from China to Vietnam (3 rd party production – raw material analysis)	⊗	⊗	☑
	Shift sourcing virgin LDPE plastic bags from Vietnam to EU (3 rd party production – raw material analysis)	⊗	⊗	☑
	Shift from 100% virgin PET bottles to 30% recycled and 70% virgin PET bottles (3 rd party production - raw material analysis)	⊗	⊗	☑
	Shift from virgin to recycled Aluminium for Deodorants, foil and trays (raw materials analysis)	⊗	⊗	☑
	Switch from fossil-fueled glass suppliers to electrified glass containers suppliers (raw material analysis)	⊗	⊗	☑

2. Packaging

3. Sourcing



Power of Innovation: the Role of R&D



Initiatives to reduce CO2 scope 3 – upstream

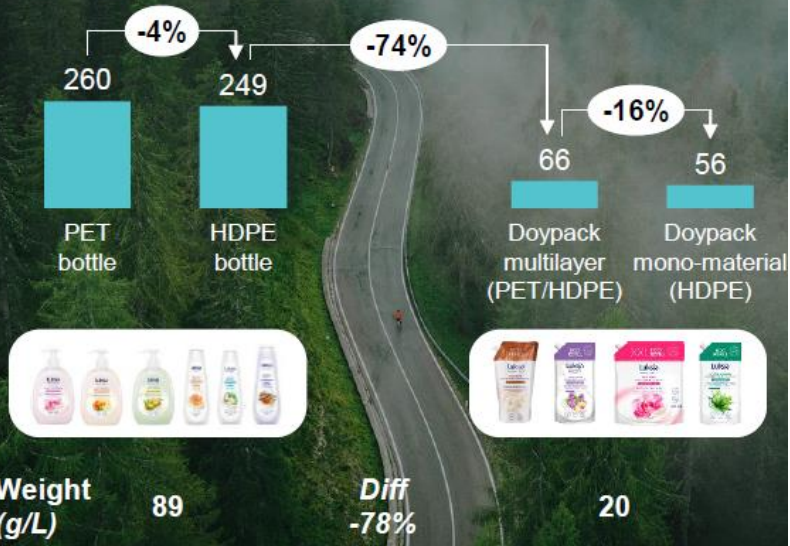
Category 1

Doypacks

Win-win for everyone; sustainability and commercial upside for Sarantis, retailers and end consumers

Carbon comparison of packaging

Packaging footprint, gCO2e/L

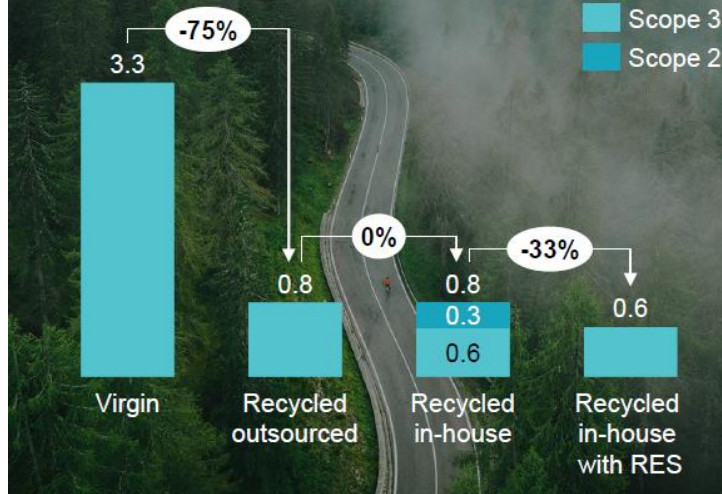


Garbage bags

In-sourcing of LDPE recycling combined with decarbonization of energy via RES fully optimize the plastic sourcing for garbage bag category

Carbon footprint of LDPE sourcing

Footprint of LDPE sourcing for garbage bags, kgCO2e/kg



“Every time you replenish your jar with a fully recyclable capsule, you help reduce multi-material packaging by 87% — benefiting both people and the planet.”



Initiatives to reduce CO2 scope 3 – downstream

Category 11



Reduce propellant gases



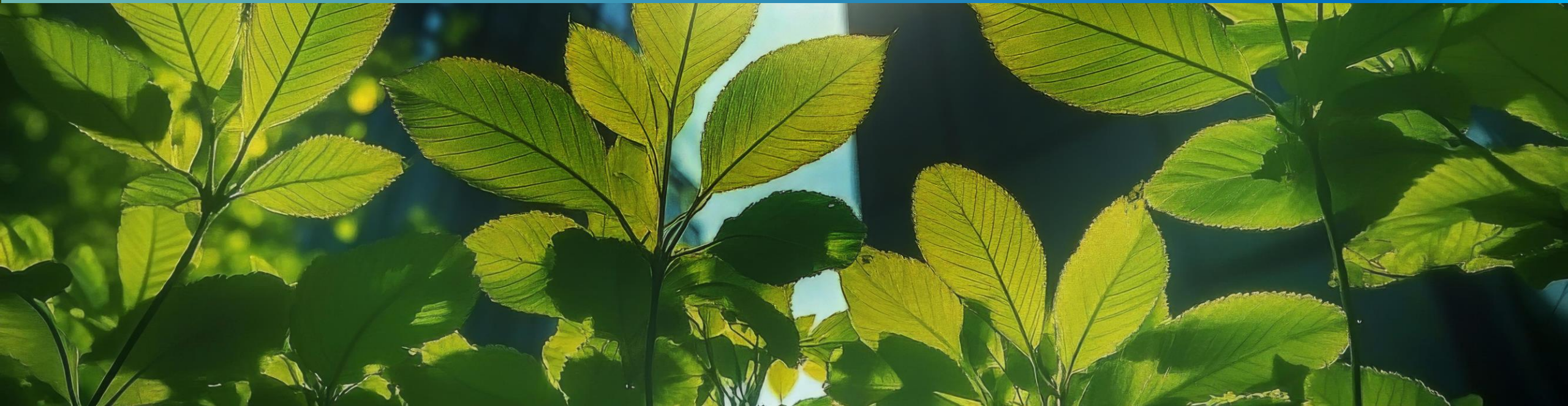
Advancing sustainable packaging in response to regulatory and market trends



New formulas to reduce the impact of sold products (less water usage, less wastes, less energy)



Empowering our Ecosystem



Empowering growth through inclusive and sustainable workforce expansion

+34.0% y-o-y growth in total workforce



driven by business expansion and strategic integration

53.0% of total recruitment



Women representation

Stable **gender balance** maintained



with female representation consistently above 50.0%

Over 94% of our workforce in 2024 employed



on a permanent full-time basis reaffirming our commitment to stable and inclusive employment

Benchmarking our 2024 Health & Safety performance against industry peers

TODAY

Our Current Performance (2024)

Total Recordable Incident Rate / 200,000 working hours (TRIR)*: **1.18**

Industry Benchmark (2023 average of 14 FMCG peers) TRIR*: **0.73**

**Direct & Indirect Employees*



AFTER THREE YEARS

Our target is to reduce our TRIR to match or outperform the evolving industry average within the next three years.



Strengthening Governance

- Development and implementation of targeted Health & Safety policy
- Clear accountability and reporting structures

Targeted Capital Investment

- Dedicated CapEx for safety system upgrades and risk mitigation infrastructure
- Modernization of equipment and implementation of engineering controls

Cultivating a Safety-First Culture

- Tailored training programs focused on the root causes of incidents in our operations
- Continuous employee engagement and behavioral safety initiatives

Our Strategic Approach

Learning for Growth: Empowering Our People, Driving Our Future

We invest in upskilling and career development

 **83% increase** in spending (€) on learning and development of our employees compared to 2023

We empower our people to grow and lead with impact

- 6Star Manager Academy
- iLevel Up Academy
- Executive Leadership Academy

Empowering Growth Through Technology: Elevating Learning & Development with SuccessFactors

SAP SuccessFactors marks a significant step in enhancing our Training & Development capabilities with a centralized, digital-first approach



17,559 hours of training
completed in 2024

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Caring for Tomorrow
Q & A