

The Nominations and Remuneration Committee carried out for the year 2022 suitability assessments of the members of the Board of Directors and its Committees, as well as assessments of the independence of the independent members of the Board of Directors and the Chairman of the Audit Committee, which was completed in early 2023 and included in minutes of the Nominations and Remuneration Committee of February 28, 2023 with a reference period of 1/7/2022 – 31/12/2022.

The suitability assessment was based on the applicable Suitability Policy, which is posted on the company website and can be found through the link: <https://sarantisgroup.com/media/1czjwk4r/suitability-policy.pdf>, while the independence assessment was based on the corresponding applicable policy and procedure of organization.

The independent and non-executive members of the Board of Directors proposed for their participation in the Audit Committee are Mr. Christos Oikonomou and Mrs. Irini Nikiforaki.

Mr. Economou is an independent non-executive member of the Board of Directors, within the meaning of article 9 of Law 4706/2020, for five consecutive years while his current term began with his election by the Ordinary General Meeting of May 20th, 2021 and ends on May 19th, 2026. He has many years of experience in the field of construction, through the companies of Parnon S.A. and Vistonis S.A. and provides its experience especially during the control of projects and capital expenditures of the Group. Mr. Economou has been a member of the Board of Directors since September 2014, so he has in-depth knowledge of corporate governance.

Mrs. Nikiforaki is an independent non-executive member of the Board of Directors within the meaning of article 9 of Law 4706/2020, for one year, her term began with her election by the Ordinary General Meeting of May 20th 2021 and ends on May 19th 2026. She is a Lawyer at the Supreme Court, appointed to the Athens Court of First Instance. She specializes in Competition Law as well as Regulatory Law, with an emphasis on Telecommunications, Information and Communication Technologies, Commercial Law, Intellectual Property Law, Corporate Law and Acquisitions. She is a founding member of the law firm 'Nikiforaki & Fereti Law'. At the same time, she teaches Electronic Communications Law as a visiting lecturer in the Postgraduate Program of the Law School of EKPA, as well as in the Postgraduate Program of the University of Piraeus.

Mr. Ioannis Arkoulis, Certified Public Accountant, partner and CEO of IG Audit, is proposed as an independent third party within the meaning of Article 9 of Law 4706/2020. Mr. Arkoulis is elected annually as a member of the Audit Committee and has been its Chairman since February 2020. He has extensive experience, among others, in regular audits of financial reports (based on IFRS), due diligence and special audits, management and tax audits of companies operating in the field of fast moving consumer goods, as well as companies operating in the pharmacy channel, in matters of risk assessment and management, corporate governance and compliance with the legislative and regulatory framework.

From the work of the Nominations and Remuneration Committee regarding the evaluation of the suitability and independence of the members of the Board of Directors for the reference period 1/7/2022-31/12/2022 which was completed at the beginning of 2023, the procedures of which as well as its result were included in the minutes of the Committee of February 28, 2023, as well as from

the result of the additional process of evaluation and collection of evidence, declarations of independence and suitability, work which was done with the aim of covering the interval until 31/3/2023, we find that, with regard to those proposed as members of the Audit Committee, there are no changes both in terms of suitability and in terms of independence.

We consider that all the above members proposed for the composition of the Audit Committee, have professional qualifications, knowledge and skills, independence of judgment and significant experience, which in combination with adequate guarantees of ethics, reputation and integrity, as well as their knowledge of the operational activity of the organization, are sufficient to carry out the Committee's mission successfully and to contribute substantially to the support of the Board of Directors in its work. For these reasons, we recommend their re-election for the establishment of the Audit Committee.

The CVs of the members of the Audit Committee, as well as of Mr. Arkoulis are posted on the corporate website and you can be found in the following link: <https://sarantisgroup.com/investor-relations/corporate-governance/audit-committee/>