

## Executive Board Change at SARIA

Long-time executive Franz-Bernhard Thier has stepped down from the SARIA Executive Board on December 31, 2025. This transition is part of a long-term plan, and he will continue to support the Group in a senior advisory role to the Executive Board going forward. In this role, he will primarily contribute his extensive experience in the ReFood businesses to the activities in Germany and France.

Having joined SARIA in 1990, Franz-Bernhard Thier became a member of the Executive Board in 2007 and played a significant part in shaping the company and its development. During his tenure, SARIA achieved important milestones, strengthened its market position, and laid key foundations for sustainable growth.

"On behalf of the Supervisory Board, my family, and the SARIA Executive Board, I would like to sincerely thank Franz-Bernhard for his outstanding contribution and leadership over many years", says Dr. Martin Rethmann, Chairman of the SARIA Supervisory Board. "His uncanny business sense and remarkable ambition played an essential part in our success and growth over the last 35 years, especially in Germany. I am more than happy that we were able to win Franz-Bernhard as a consultant for future projects and to continue working with him in that regard."

His responsibilities will be smoothly integrated into the existing Board structure and shared among the remaining members. As of January 1, 2026, the Executive Board consists of: Tim Alexander Schwencke (co-CEO), Harald van Boxtel (co-CEO), Egbert Bernsmeister (CFO), Lars Krause-Kjær, and Nicolas Rottmann.