



**Report of the Acts of the Audit Committee of FOURLIS HOLDINGS SA for the financial year
2025 (1/1-31/12/2025)**

To the Ordinary General Assembly of the Shareholders of the year 2026

Ladies and Gentlemen Shareholders,

This report of the Audit Committee covers the twelve months of the financial year (1/1-31/12/2025). The report has been prepared and is in accordance with the provisions of Law 4449/2017 as amended by article 75 of Law 4706/2020 and aims to inform you about the acts of the Audit Committee based on its prescribed responsibilities.

More specifically:

During the year 2025, the Audit Committee met seven (7) times.

The Internal Audit Director attended all meetings of the Committee. Depending on the issues of the meetings, the heads of the units responsible for Financial Reporting, Non-Financial Reporting (Sustainability Reporting), IT, Information Systems Security, Risk Management, Regulatory Compliance, Corporate Governance, Sustainable Development as well as the statutory auditors/accountants were invited to participate, where deemed necessary.

The relevant information material (internal audit reports, management reports, auditors' reports and presentations, financial and non-financial information, etc.) was distributed to the members of the Commission in time for them to be able to express their informed opinions. Minutes were kept for the meetings of the Audit Committee in which the issues discussed and approved by the Members present were recorded.

The Audit Committee consists of three independent non-executive members of the Board of Directors. The Board of Directors reviewed the fulfillment of the independence requirements of the members of the Committee for the financial year 2025, under article 9 par. 3 of Law 4706/2020, at the meeting at which the financial statements for the 2024 financial year were approved. The members of the Audit Committee as a whole, have proven sufficient knowledge in the sector in which the Company operates, the Chairman and one member of the Committee have sufficient knowledge and experience in auditing and accounting, while the other member of the Committee has knowledge and experience in technology, information systems and information security.

The following table provides information on the attendance of the members at the meetings of the Audit Committee for the financial year 2025.

Composition of the Audit Committee	Title	Audit Committee meetings in 2025 Total 7	Rate of attendance at meetings
Stylianos Stefanou, son of Markos	Independent Vice-Chairman, Independent Non-Executive Member, Chairman of the Audit Committee and Member of the Nomination and Remuneration Committee	7	100%
Maria Georgalou, daughter of Sofoklis	Director, Independent Non-Executive Member, Member of Audit Committee	7	100%
Stavroula Kampouridou, daughter of Alexandros	Director, Independent Non-Executive Director, Member of the Audit Committee, Member of the Digital Transformation Committee	7	100%

An external evaluation of the Audit Committee was carried out by EY during the second evaluation of the Internal Control System according to article 14 par. i of L.4706/2020. The conclusion of the Evaluation Report on the Adequacy and Effectiveness of the Internal Control System was unconditional.

The Audit Committee conducts an annual self-assessment of its effectiveness and the results are discussed at the Board of Directors. In addition, as part of the collective evaluation of the Board of Directors, the members of the Board of Directors also evaluate its Committees and the results are discussed at the Board of Directors. For the financial year 2025, both the results of the Audit Committee's self-assessment and the results of the evaluation by the members of the Board of Directors were discussed at the meeting of the Board of Directors dated 24/11/2025.

In the exercise of its responsibilities, the Audit Committee had full and unhindered access to all necessary information and was provided with the necessary resources and infrastructure for its effective operation.

The Secretary of the Board of Directors of the Company acts as Secretary of the Committee and attends all meetings of the Committee and keeps the minutes of the Committee.

During the financial year 2024, the members of the Audit Committee held a total of seven (7) meetings, during which they have discussed the following issues:

- Meeting dated 14/1/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the Audit Committee
 - Issue 2nd: Briefing of the Audit Committee members on the progress of the implementation of the corrective actions related to the security incident dated 27/11/2024
 - Issue 3d: Internal Audit A. Approval of the Internal Audit Unit's budget for the year 2025 B. Approval of the Internal Audit Unit training plan for the year 2025 C. Progress of implementation of the project for adaptation to the revised International Standards for the Professional Practice of

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Internal Auditing

- Meeting dated 4/4/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the Audit Committee
 - Issue 2nd: External Audit - Annual Financial Statements 2024 - Report on the acts of the Audit Committee 2024 A. Supplementary Report of the External Auditors to the Audit Committee of FOURLIS HOLDINGS SA pursuant to article 11 of EU Regulation no. 537/2014 for the financial year 2024 B. Annual Financial Report 1/1 - 31/12/2024 of FOURLIS HOLDINGS SA: Evaluation of the drafting process and review in terms of completeness and application of accounting principles C. Report - Proposal of the Audit Committee to the Board of Directors of FOURLIS HOLDINGS SA dated 8/4/2024 on the approval of the Financial Statements 2024
 - Issue 3d: Internal Audit A. Informing the Audit Committee on the progress of internal audits carried out by external partners B. Report on the FOURLIS HOLDINGS SA internal audit work for the period 16 November 2024 - 15 March 2025 C. Implementation of Corrective Measures -(Action Plan Status Update) D. Planning of the FOURLIS HOLDINGS SA internal audit projects for the period March - May 2025 E. Report on the results of the internal audit work of FOURLIS HOLDINGS SA for the audit year 2024, F. Report of the Audit Committee on Internal Audit work and findings to the Board of Directors of FOURLIS HOLDINGS SA dated 7/4/2025 G. Revision of the Charter of Operation of the IAU (IA Charter) H. Revision of the Internal Audit Procedures Manual (Internal Audit Manual) I. Approval of the job descriptions of all the positions included in the organization of the IAU J. Planning the evaluation of the Head of Internal Audit K. Approval of the Audit Committee's Report on Acts for the year 2024
 - Issue 4th: Regulatory Compliance - Risk Management A. Annual Regulatory Compliance Report including the Report on the Personal Data Regulation Report for the year 2024 B. Regulatory Compliance Planning including GDPR for the year 2024 C. Annual Whistleblowing System Report for the year 2023 D. Annual Report on Fraud Cases for the year 2024 in FOURLIS Group companies E. Annual Risk Management Report for the year 2024 F. Risk Management Unit project planning for the year 202
 - Issue 5th: ESG information
 - Issue 6th: Other issues A. Approval to obtain non-audit services from the audit company performing the statutory audit of the Financial Statements (#110)
- Meeting dated 23/5/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the Audit Committee
 - Issue 2nd: External Audit - Annual Financial Statements 2023 - Report on the Acts of the Audit

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- Committee 2023 B. Management letter for the financial year 2024
- Issue 3d: Informing the Audit Committee on the Group Consolidated Financial Statements for the A' quarter of 2025 of FOURLIS HOLDINGS SA
- Issue 4th: Internal Audit A. Revision of the Annual Internal Audit Plan (IA Plan 2025) B. Informing the Audit Committee on the progress of the internal audits conducted by external partners C. Report on FOURLIS HOLDINGS SA's internal audit work for the period 16 March - 15 May 2025 D. Status of Implementation of Corrective Measures (Action Plan status update) E. Scheduling of FOURLIS HOLDINGS SA's internal audit projects for the period May - August 2025 F. Report of the Audit Committee on Internal Audit works and findings to the Board of Directors of FOURLIS HOLDINGS SA dated 26/5/2025 G. Planning for the evaluation of the Internal Audit Unit / Head of Internal Audit H.
- Issue 5th: Regulatory Compliance A. Report on the results of the Regulatory Compliance Unit for the A quarter of 2025 and Planning for the B quarter of 2025 B. Informing the AC on the progress of the audit conducted by an external partner on the processors of customer personal data on behalf of the Group companies C. Informing the Audit Committee on the scheduling of on-site audits on the processors of customer personal data on behalf of the Group companies D. Establishment of a register of required Licences for the store operation of all Group subsidiaries in all countries of operation
- Issue 6th: External evaluation of the Internal Control System (ICS)
- Meeting dated 15/7/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the Audit Committee
 - Issue 2nd: Briefing of the Audit Committee on Information Security, Cybersecurity and IT Strategy A. Strategic Vision for Information Security and Cybersecurity B. Information Security and Cybersecurity Framework C. Key activities carried out so far D. Next steps
 - Issue 3d: Evaluation of the Internal Audit Unit / Head of Internal Audit
- Meeting dated 5/9/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the AC
 - Issue 2nd: External Audit - Group Financial Statements A Half of 2025 - Financial Reporting Procedure A. Presentation by the external auditors on the development of their adjustment plan and the review of the A' Half of 2025 B. Consolidated Group Financial Statements of the Company for the A' Half of 2025 C. Presentation of the Audit Committee to the Board of Directors on the Company's semi-annual financial report D. Press Release for the semi-annual financial report of FOURLIS HOLDINGS SA

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- Issue 3d: Internal Audit A. Revision of the Annual Internal Audit Plan 2025 B. Informing the Audit Committee on the progress of internal audits performed by external partners C. Report of FOURLIS HOLDINGS SA's internal audit project for the period May 16, 2025 - August 31, 2025 D. Corrective Action Plan status update E. Planning of FOURLIS HOLDINGS SA's internal audit projects for the period September - November 2025 F. Report of the Audit Committee on Internal Audit work and findings to the Board of Directors of FOURLIS HOLDINGS SA dated 8/9/2025 G. Evolution of the procedure for the selection of external partners for the carrying out of internal audits
- Issue 4th: Regulatory Compliance - Risk Management A. Report on the results of the Regulatory Compliance Unit for the B' Quarter 2025 (until 31/8/2025) and Planning for the C' Quarter 2025 (since 1/9/2025) B. Briefing of the AC on Risk Management issues
- Issue 5th: Self-evaluation of the effectiveness of the Audit Committee A. Results of the self-evaluation of the effectiveness of the Audit Committee of the Board of Directors of FOURLIS HOLDINGS SA
- Issue 6th: External evaluation of the Internal Control System (IAC) A. Second evaluation of the Internal Control System by an external evaluator (evaluation period 2023 - 2025) - progress review B. Update of the Internal Control System (ICS) evaluation policy and process
- Issue 7th: Other issues A. Approval to obtain non-audit services from the audit company performing the statutory audit of the Financial Statements (#110 to #111)

- Meeting dated 20/11/2025
 - Issue 1st: Approval of the minutes of the previous meeting of the Audit Committee.
 - Issue 2nd: Group Financial Statements for the nine-month-period of 2025 - Financial Reporting Procedure A. Determining a meeting with the external auditors to schedule the audit for the financial year 2025 B. Consolidated Group Financial Statements for the period 1/1 - 30/9/2024 of FOURLIS HOLDINGS SA C. Briefing of the AC on the Press Release on the Group's financial results for the period 1/1 - 30/9/2025 D. Briefing of the Audit Committee on the progress in drafting of responses to the Letter with Prot. No.: HCMC 2164 16.9.2025 of the Hellenic Capital Market Commission
 - Issue 3d: Internal Audit A. Briefing of the AC on the progress of internal audits carried out by external partners B. Report on the internal audit work of FOURLIS HOLDINGS SA for the period 1 September - 15 November 2025 C. Planning of internal audit projects of FOURLIS HOLDINGS SA for the period November 2025 - March 2026 D. Report of the Audit Committee on Internal Audit works and findings to the Board of Directors of FOURLIS HOLDINGS SA dated 24/11/2025 E. Presentation of the draft of the Internal Audit Plan 2026 to be discussed

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- Issue 4th: Evaluations A. Briefing of the AC on the progress of the evaluation of the Company's Internal Control System and its significant subsidiary by EY B. Briefing of the AC on the planning of the evaluation of the Company's Corporate Governance System
 - Issue 5th Regulatory Compliance - Risk Management A. Proposed Action Plan of the Regulatory Compliance Unit for the year 2026 B. Report on the results of the Regulatory Compliance Unit for Quarters C' and D' (until 20/11/2025) of 2025 C. Proposed Risk Management Unit Action Plan for the year 2026 D.
 - Issue 6th: Other issues A. Approval of delivery of non-audit services by the auditing company that conducts the statutory audit of the Financial Statements (#112)
- Meeting dated 15/12/2025
 - Issue 1st: Update the AC members on the security incident as of 27/11/2024.
 - Issue 2nd: External Audit - Financial and Non-Financial Reporting Procedure A. Meeting with the external auditors to schedule the audit of the FY 2025 B. Meeting with the external auditors to schedule the audit of Sustainability Report for the FY 2025 C. Briefing of the AC on the progress in the drafting of responses to the Letter with Prot. No.: HCMC 2164 16.9.2025 of the Hellenic Capital Market Commission
 - Issue 3d: Evaluation of the Internal Audit System
 - Issue 3d: Internal Audit A. Internal Audit Self Assessment B. Approval of the Annual Internal Audit Program for 2026 C. Approval of the Internal Audit Unit budget for the year 2026 D. Approval of the Internal Audit Unit training plan for the year 2026

The Audit Committee reported the results of all its acts in writing to the Board of Directors with its findings and made specific proposals to implement corrective actions where it deemed appropriate.

In addition, in the financial year 2025:

1. As regards the supervision of the regular audit, the Audit Committee:

- It proposed to the Board of Directors the appointment of the auditing company Grant Thornton for the statutory audit of the Company, the consolidated financial statements and the Sustainability Report for the financial year 2025 as well as for the approval of the remuneration and the terms of employment of the regular auditor under article 44 of Law 4449/2018, as in force.
- It met twice (2) with the statutory auditor of FOURLIS HOLDINGS SA, prior to the publication of its semi-annual financial statements.
- It met once (1) with the statutory auditor of FOURLIS HOLDINGS SA, prior to the publication of its annual financial statements.

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- It met once (1) with the statutory auditor of FOURLIS HOLDINGS SA for purposes of updating on the time-schedule and planned audit procedures for the end of the financial year 2025.
 - It reviewed Grant Thornton's audit program and audit approach for the mandatory audit for the financial year 2025.
 - Upon completion of the annual statutory audit and the semi-annual overview, it received from the regular auditor the supplementary report pursuant to Article 11 of Regulation (EU) 537/2014 with the results of the mandatory statutory audit and the confirmation of its independence and informed the Board of Directors respectively.
 - It examined and monitored the independence of the regular auditor and the objectivity and effectiveness of the audit procedure, taking into account the relevant professional and regulatory requirements in Greece.
 - It monitored the services provided by the CPAs in the context of the statutory audit and evaluated their performance, taking into account any findings and conclusions of ELTE.
 - It reviewed and monitored the implementation of the procedure "Approval of the receipt of non-audit services from the audit firm performing the statutory audit of the individual and consolidated financial statements of the Group companies", approving the receipt of non-audit services in order to ensure the independence of the Statutory Auditors. For the Group, the percentage of other fees (non-audit services) in relation to audit services was 3% and for the Company 0%.
2. With regard to the financial and non-financial reporting process and the system of internal control, compliance and risk management, the Audit Committee:
- Before their approval by the Board of Directors, it reviewed the financial statements (corporate and consolidated) of FOURLIS HOLDINGS SA, and taking into account the content of the supplementary report of the Certified Public Auditor, it positively assessed their completeness and consistency and informed the Board of Directors.
 - It has been extensively informed by the relevant management bodies and the public auditors on the significant audit issues, significant judgments, assumptions and estimates made in the preparation of the financial statements.
 - Before its approval by the Board of Directors, it examined the Sustainability Report of FOURLIS HOLDINGS SA, and taking into account the contents of the Auditor's report, it positively assessed its completeness and consistency and informed the Board of Directors.
 - Conducted the evaluation of the nominated audit firms for the assessment of the Internal Control System for the fiscal years 2023 - 2024 - 2025.

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- Proposed to the Board of Directors the appointment of the audit firm EY for the evaluation of the Internal Control System for the fiscal years 2023 - 2024 - 2025 and the approval of the remuneration and terms of employment of the evaluator.
 - It evaluated the adequacy and effectiveness of the Internal Control System, taking into account the content of the audit reports of the Internal Audit Department.
 - It evaluated the adequacy and effectiveness of the Risk Management System. Specifically with regard to the management of the Group's main risks and uncertainties, the Audit Committee assessed the methods used to identify and monitor the risks, the treatment of the main risks through the Internal Control System and the Internal Audit Department and their proper disclosure in the published financial information.
 - It evaluated the adequacy and effectiveness of the Regulatory Compliance System.
 - It was informed on information systems security issues with emphasis on those related to the production of financial and non-financial information and on the progress of the action plan for the security incident.
- 3.** As regards the supervision of the Internal Audit Department, the Audit Committee:
- Approved the annual audit program of the Internal Audit Department, evaluating the process of its development. It confirmed that the 2025 annual audit plan was prepared based on the main risk categories (people health and safety, strategy, profitability and liquidity, reputation & ethics, regulatory compliance, customers, sustainability, growth and competition, technology and information security, operations) faced by the Group companies and systematic application of the COSO ERM methodology adopted.
 - It monitored the implementation of the annual audit plan and assessed the effectiveness of the Internal Audit Department through the Head of Department's quarterly reports and the annual report of results.
 - It monitored the progress and effectiveness of the audit work, assessing, through quarterly reports, the findings identified, the corrective actions agreed to address the findings and the progress of their implementation.
 - It evaluated issues identified by the Internal Audit Department's audits and made specific proposals for further actions to introduce new procedures and controls to permanently eliminate the weaknesses identified, where it deemed necessary.
 - It monitored the progress of internal audit projects outsourced to third parties under the co-sourcing model of internal audit work.

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- Based on the procurement process carried out, it selected companies to which internal audit projects will be assigned for the fiscal year 2026.
- It approved the compliance plan with the new Internal Audit Standards.
- It confirmed that the current version of the Internal Audit Unit's Charter of Operation is posted on the website (<http://www.fourlis.gr>).
- It was assured of the adequacy of the resources (internal and external) of the Internal Audit Department and was informed of the training plan for its staff.

4. Regarding sustainable development

The Audit Committee was informed about the Group's Sustainable Development Strategy and Policy and the Group's actions on sustainable development issues as well as the targets set and analysed in the Sustainable Development Report.

The company, recognizing that the principles of Sustainable Development are an element of its responsible course and continuous development, has developed a Strategic Sustainable Development Policy that is inextricably linked to its values and mission.

In particular, the **Sustainable Development Strategy and Policy**, provides for the following:

At Fourlis Group, sustainability is a key pillar of its strategy. The Group is committed to operating responsibly and with respect for the environment, the societies in which it operates and its people. Through innovative practices and sustainable initiatives, it seeks to reduce its environmental footprint and promote sustainability in every aspect of its operation. Its aim is to continue to be dynamic, actively and substantially contributing to the formulation and implementation of the Sustainable Development and Social Responsibility strategy, as an integral part of its corporate culture.

Since 2008, Fourlis Group has been a signatory to the United Nations Global Compact and is committed to adopting, supporting and promoting, through its business activities, the 10 Principles.

The Group informs its stakeholders about the work carried out in the field of Sustainable Development by publishing annually a relevant report in accordance with the European Sustainability Reporting Standards (ESRS).

Sustainable Development Policy

Sustainable development has been integrated into the Group's business strategy. The Sustainable Development and Social Responsibility Department designs the Group's Sustainable Development strategy and implements and monitors its implementation as well as the implementation of relevant policies, procedures, practices and programs and coordinates the Group's companies in initiatives and actions in the field of Sustainable Development.

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The Fourlis Group conducts a dual materiality analysis as part of its continuous improvement of its approach to sustainable development and social responsibility. For issues arising, it applies a due diligence process that specifies the Group's assessment of significant impacts, risks and opportunities. In addition, it designs the sustainability strategy (commitments, targets, actions and programs) in cooperation with representatives of its subsidiaries.

Through its responsible operation, programs and activities, the Group also contributes to the achievement of the UN Sustainable Development Goals (SDGs).

The Management is committed to the implementation of the Sustainable Development Strategy and Policy at all levels, companies and sectors of the Group's activities.

For the Environment (E)

Environmental protection is a priority for the Fourlis Group. The Group operates responsibly, adopts sustainable practices and invests in technologies that reduce its environmental footprint. With respect for nature and future generations, it promotes sustainability in every aspect of its operations, actively contributing to the protection of the planet.

It assesses the risks and opportunities associated with climate change, an ongoing effort to mitigate and adapt to it.

It incorporates in its strategy activities and actions to reduce its environmental footprint, focusing on the proper management of energy and the reduction of greenhouse gas emissions, the saving of natural resources and recycling of materials, the responsible water consumption.

It offers products that contribute to a sustainable lifestyle.

It raises awareness among employees, customers and the public on environmental protection and the adoption of a sustainable lifestyle.

For all of the above issues, Fourlis Group sets individual sustainable development targets, which it evaluates annually in terms of their effectiveness and revises them when and where necessary, with the aim of continuous improvement.

For Group People and Society (S)

For the People of the Group

At Fourlis Group, its people are its cornerstone and driving force. The Group continuously invests in their growth and well-being, creating an environment that fosters innovation, collaboration and personal development. The aim is to create and maintain a culture of respect, inclusion and equal opportunities for all, an environment where everyone feels safe and part of a team in which they can grow

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professionally and personally.

The Group ensures the creation and preservation of jobs through the development of its activities in Greece and abroad.

It has a Human Rights Policy and respects, defends and promotes internationally recognised human rights through its strategy, the policies it adopts and the initiatives it undertakes.

It offers a working environment of meritocracy and equal opportunities, with fair recruitment, reward and career development policies for all human resources, without discrimination.

It invests in the continuous training and development of its human resources, as well as in their systematic and merit-based evaluation.

It offers health benefits to employees and personalised support in cases of serious health issues and other emergencies.

It implements a Health and Safety Policy for all Group companies in all countries of its operation, providing a healthy and safe working environment.

For the Society

Social responsibility is an integral part of the Group's philosophy. The Group is committed to supporting the societies in which it operates through initiatives that promote education, health and social cohesion. Responding to the needs of society, it seeks to create a better future for all.

The Group is constantly informed about the needs of the citizens and societies in which it operates through established channels of communication and consultation.

It assesses and prioritises needs and then designs and implements programs and actions based on the coverage of real and significant needs of the local community, the number of beneficiaries and the nature of its activities.

It implements social actions that are aligned with the Group's social responsibility strategy.

Responding to emergencies (e.g. pandemic, natural disasters), beyond the established programming of the social responsibility plan.

It encourages and promotes volunteering by its employees.

In addition, the Group offers quality and affordable products. The products marketed by the Group's companies meet international quality and safety standards.

It invests in technology and upgrading of its services, following the rapid changes in consumer habits and the nature of retailing, seeking to meet growing consumer expectations and create a positive

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customer experience.

It prioritises the health, safety and accessibility of all customers and visitors by implementing a Health and Safety Policy and creating an environment that promotes trust and comfort. It ensures that persons with disabilities can safely stay and move around and be accommodated in its facilities. With these principles, it seeks to provide the best possible experience for everyone.

It is committed to protecting the personal data of its customers, ensuring their security and privacy.

Economic Development and Corporate Governance (G)

Fourlis Group aims to achieve positive financial results, to continue strictly selected investments and to exploit new investment opportunities.

It ensures the continuous improvement of relations with its suppliers by communicating the terms of cooperation and the basic framework of principles and values that should govern the cooperation between them.

Business ethics is the foundation of the Fourlis Group's activities.

The Group has voluntarily decided to apply the Hellenic Code of Corporate Governance for listed companies, which has been prepared by the Hellenic Corporate Governance Council for listed companies, which is a body of recognised prestige.

By adopting best practices in corporate governance, it seeks to increase investor confidence and broaden the horizons for attracting investment capital with the ultimate goal of ensuring further value to its shareholders, with transparency and safeguarding their interests.

The Group's Corporate Governance System includes, in addition to the Sustainability Strategy and Policy (ESG) and the Human Rights Policy, the Policy on Combating Discrimination, Violence and Harassment at Work, the Supplier Code of Conduct, the Equal Opportunities and Diversity Policy, the Employee Code of Conduct - System for providing anonymous information, the Policy and Procedure for the Prevention, Identification and Management of Conflicts of Interest, the Policy for Conducting Related Party Transactions, Board of Directors and Executive Officers Remuneration Policy, Charter of Operation, Risk Management System, Regulatory Compliance System, Internal Control System and Supplier Due Diligence Acceptance Policy.

Sustainability Committee

The Group's Sustainability Committee consists of executive and independent non-executive members of the Board of Directors. The Group's Sustainability Committee is chaired by the Director of Sustainable Development and Social Responsibility, an executive member of the Board of Directors.

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The short, medium and long-term sustainable development business and investment plans, objectives, the assessment of related risks and opportunities and the annual action plans are evaluated and approved by the Group's Board of Directors under proposal of the Sustainability Committee.

Furthermore, in the FOURLIS Group

- We have been a signatory to the United Nations Global Compact since 2008 and are committed to adopting, supporting and promoting its 10 Principles through our business activities.
- We conduct materiality analysis as part of the continuous improvement of the Group's approach to sustainable development and social responsibility issues, in order to prioritise the Group's issues that have the most significant economic, social and environmental impacts, as well as those that have a significant impact on its stakeholders.
- We link substantive issues to the UN Sustainable Development Goals (SDGs), contributing to their achievement through our responsible operation, programs and related results.
- We inform our stakeholders about the work carried out in the field of Sustainable Development by publishing an annual report in accordance with internationally accepted Sustainable Development standards.

The Management is committed to the implementation of the Sustainable Development Strategy and Policy at all levels, companies and sectors of the Group's activities.

The Sustainability Report is submitted for the second time in accordance with the requirements of the CSRD (Corporate Sustainability Reporting Directive) which was incorporated into Greek legislation by law 5164/2024, and has also been prepared in accordance with the GRI Standards (GRI Standards, 2021 edition), as well as the Athens Exchange ESG Disclosure Guide (<https://www.athexgroup.gr/el/web/guest/esg-reporting-guide>). The annual FOURLIS Group Progress Reports and the Sustainability Reports, which include the Group's COP on the 10 Principles of the Global Compact, are available on the website (<http://www.fourlis.gr>).

The Sustainable development issues are discussed at least twice a year in the Sustainability Committee, which includes executive and independent members of the Board of Directors, who in turn bring sustainable development issues to the other Board Members, in order and according to the results of the double materiality analysis, to set priorities and corresponding targets. As part of the 2025 process, the materiality analysis was updated to ensure that material issues and related disclosure requirements remain relevant to the activities and stakeholders of the FOURLIS Group. The material issues of the FOURLIS Group are climate change (energy and emissions), the circular economy (waste management), the human resources (working conditions), the affected communities (social contribution), the consumers and end users, and the business conduct (corporate culture and governance). The Audit Committee evaluated the above and concluded that the Group's actions, its organisation and the policies and



procedures entered into force, constitute an adequate framework and promote sustainable business and a better future for all Social Partners and the Group.

The current version of the Audit Committee's Charter of Operation is posted on the website (<http://www.fourlis.gr>).

Kifissia, on the 3d of February 2026

The Audit Committee