

Sustainable Development and Corporate Social Responsibility Report 2024



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Chairman Message

2024 was a year of significant transformations and strengthening of Fournalis group strategic course. Guided by our timeless values and with our people at the center, we acted with consistency, transparency and a high sense of responsibility towards shareholders, partners, society and the environment.

Development strategy

For Fournalis group, 2024 was marked by significant strategic decisions and actions that further strengthened our position in the markets in which we operate. Our corporate values serve as the foundation of our culture, shaping our choices and guiding the creation of long-term value for all stakeholders.

Our strategy emphasizes resilience, technological progress and adaptability, so that we can respond effectively to the ever-changing needs of consumers and market conditions. Our strategic roadmap focuses on continuously improving performance, accelerating digital transformation and growing our presence, while consistently investing in the development of our human resources and cultivating a culture of innovation and collaboration.

As we move forward, we continue to work towards creating long-term value and strengthening the competitiveness of the group, in an environment of constant change and challenges. Our commitment to quality, providing an exceptional consumer experience and our strategic investments, put us on a steady trajectory of growth and success.

In 2024, we advanced a series of strategic partnerships and expansions and recorded strong performance, sales growth and significant progress. A significant strategic development was the collaboration with the Inter IKEA Group for the creation of the 46th IKEA International Distribution Center, with a total area of 50,000 sq m, in Aspropyrgos, further consolidating the long-standing relationship between the two groups. At the same time, through the licensing agreement with Foot Locker, a global leader in the sneakers and athleisure sector, we are expanding our activity to eight countries in SE Europe, gaining a strong footprint in a dynamically growing market. Our strategy was implemented with a dynamic expansion of physical stores, with the new IKEA store in Patras, the opening of seven new INTERSPORT stores and four new Holland & Barrett stores, while the entry of Foot Locker into Bulgaria with new locations in high-traffic shopping centers was also of particular importance.

Commitment to sustainability

Sustainability is a key pillar of our business strategy. We continued to systematically measure greenhouse gas emissions (Scope 1 & 2) for the group's activities in Greece and set specific goals for their reduction, as part of our broader strategy to reduce our energy footprint.

We implemented energy saving solutions, most notably the installation of a new photovoltaic net metering system at Trade Logistics facilities, strengthening the shift to renewable energy sources. Particular emphasis was also placed on waste management and circular economy, with the implementation of targeted food waste reduction programs in IKEA restaurants. At the same time, we implemented material collection and recycling initiatives, strengthening environmental awareness and citizen activation.



«Our ambitions for the future are based on solid foundations: our strong corporate values, the dedication of our people and the trust of our shareholders and partners.

With commitment and responsibility, we continue dynamically on our path towards a sustainable and resilient future».

Vassilios Fournalis
Chairman
Fournalis group

Our people and contribution to society

Our people are the driving force behind our every success, actively contributing to the implementation of our strategy with commitment, flexibility and teamwork. We invest substantially in the development and empowerment of human resources and promote equal opportunities for development and participation for all individuals. With respect for people, we invest over time in a safe, meritocratic and inclusive working environment, strengthening our positive social impact and laying the foundations for a group that inspires, supports and evolves together with society.

In 2024, we strengthened the culture of participation and social contribution, through various volunteering and support actions for vulnerable social groups, in which more than 820 volunteers participated. At the same time, we contributed to organizations, institutions and social solidarity structures in Greece, Cyprus, Romania and Bulgaria, covering essential needs.

In this context, we continue to strengthen our relationship with local communities. We place even greater emphasis on integrating corporate responsibility into all areas of our activities, developing the pillars of environmental management, social responsibility and corporate governance.

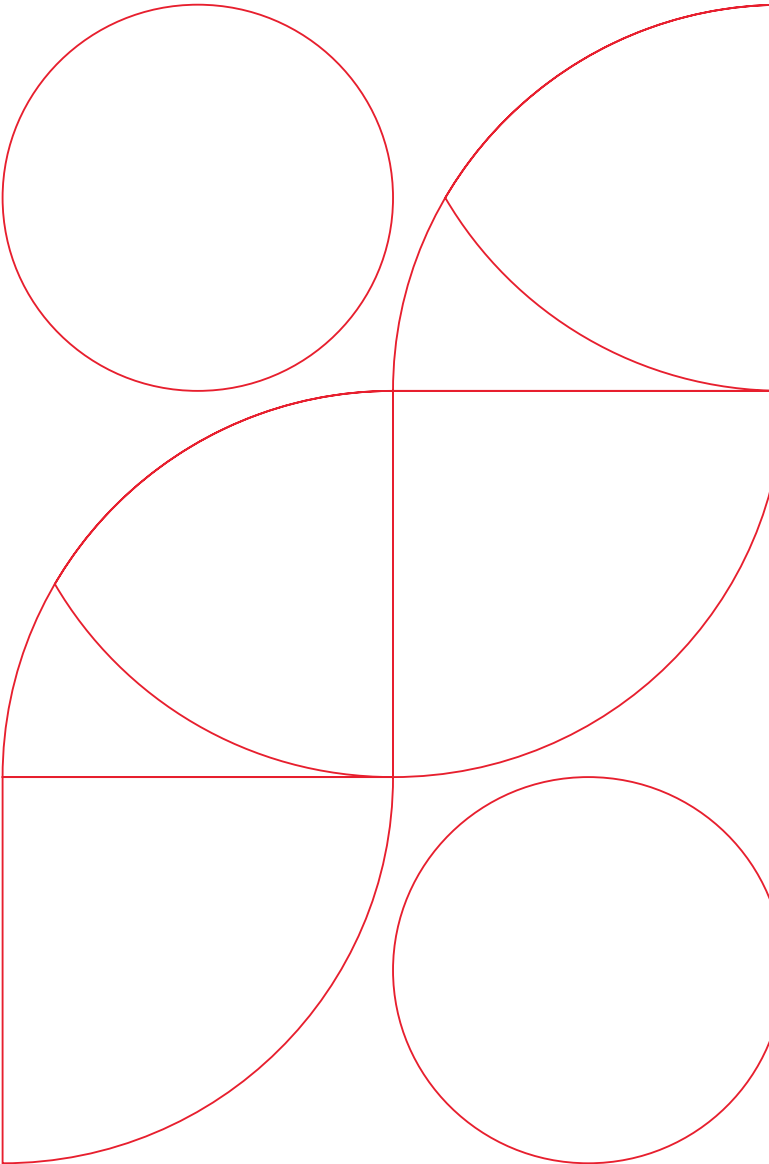
Perspectives for 2025

With our eyes set on 2025, we continue to invest consistently in the long-term growth and resilience of our business activities. Further strengthening the IKEA, INTERSPORT, Foot Locker and Holland & Barrett brands remains a central pillar of our strategy, aiming to expand our presence in SE Europe and create added value for consumers.

At the same time, we focus on strengthening the omnichannel experience, leveraging technologies that transform the way the customer interacts with our brands. 2025 is foreseen as a year of dynamic progress and opportunities, with strategic moves that will enhance our operational efficiency and empower our human resources.

Commitment to the future

With a clear orientation towards operational efficiency and a customer-centric approach, we continue to promote a growth model that combines economic progress with social and environmental responsibility. Our ambitions for the future are based on solid foundations: our strong corporate values, the dedication of our people and the trust of our shareholders and partners. With commitment and responsibility, we continue dynamically on our path towards a sustainable and resilient future.



Message from the Sustainable Development and Corporate Social Responsibility Director

At Fourlis group, we continue our work in the field of Sustainable Development and Corporate Social Responsibility, with a firm commitment to creating conditions of well-being for all, through actions that are oriented towards social and environmental benefit. By designing and implementing a strategy that embraces each sector of activity of the group and its companies, we develop our plan around three main pillars: Environment, Social Responsibility and Corporate Governance.

In 2024, we implemented a Double Materiality Analysis, approaching the group's sustainability issues holistically and assessing the impact of our actions not only on an economic level but also on society and the environment, while we responsibly continued the implementation of our strategic plan with initiatives, actions and programs in all three of the above pillars, seeking an overall positive footprint of our group in all sectors.

Our commitment for each following year and each future strategic plan is to ensure the unhindered application of initiatives that benefit society, people and the environment, constantly adding value to everyone's everyday life and shaping step by step the conditions for a better, happier life.

Environment

Addressing climate change and protecting the environment are our timeless priorities. With responsibility and vision, we systematically invest in sustainable practices and technologies that allow the group's companies to reduce their environmental footprint, steadily moving towards a greener future.

With respect to nature and future generations, we integrate sustainability into every aspect of our operation. From reducing greenhouse gas emissions, to utilizing renewable energy sources and responsible waste management, we actively contribute to protecting our planet.

In 2024, we recorded a 12% reduction in direct greenhouse gas emissions (Scope 1) in Greece compared to 2023, while indirect emissions (Scope 2-market based) decreased by 1.3% over the same period.

At IKEA, we saved 40.2 tons of food waste, equivalent to 172.8 tons of CO₂e, while through a shoe collection and recycling initiative, INTERSPORT in Greece, Cyprus, Bulgaria and Romania collected and recycled 11.2 tons of shoes, promoting circular economy.

Social Responsibility

At Fourlis group, social responsibility is a fundamental pillar of our strategy, which is inextricably linked to the well-being of our people and the cohesion of the societies in which we operate.

We invest over time and substantially in our people and local communities, with actions that have a real and positive impact. Our people are the driving force



«Our commitment for each following year and each future strategic plan is to ensure the unhindered implementation of initiatives that benefit society, people and the environment, constantly adding value to everyone's everyday life and shaping step by step the conditions for a better, happier life».

Lyda Fourlis
Sustainable Development and
Corporate Social Responsibility Director
Fourlis group

behind all our success. With 4,436 employees, we daily cultivate a working environment that encourages innovation, teamwork and personal and professional development. At the core of our philosophy is our commitment to the values of respect, inclusion and equal opportunities. 56% of our workforce is made up of women, while 45% of our management/supervisor positions in Greece are also held by women, reflecting our commitment to equality and empowerment at all levels of corporate life.

We care for the well-being of our employees not only in the workplace, but also through targeted initiatives. We develop programs for their health, mental health, safety and well-being, with actions that focus on prevention. At the same time, we support family, offering nine scholarship programs for children of employees, as well as benefits for employees with children with disabilities.

Our responsibility extends beyond the boundaries of entrepreneurship, with the active support of local communities. In 2024, we invested a total of over €520,000 in social actions, collaborating with 80 institutions and organizations, covering a wide range of social needs – from child protection and education, to health and social inclusion. We believe in the power of collective contribution, which is why we implement multiple voluntary actions annually, with the active

participation of our people. In 2024, 20 corporate voluntary actions were carried out, demonstrating in practice the sense of social responsibility that we share at all levels of the group.

Corporate Governance

Responsible entrepreneurship is an integral part of our philosophy and a fundamental component of our long-term success. We firmly believe that economic growth must go hand in hand with strong governance structures, transparency and ethics. In this context, we work consistently to ensure positive financial results, identify and exploit strategic investment opportunities and strengthen the relationship of trust with all stakeholders.

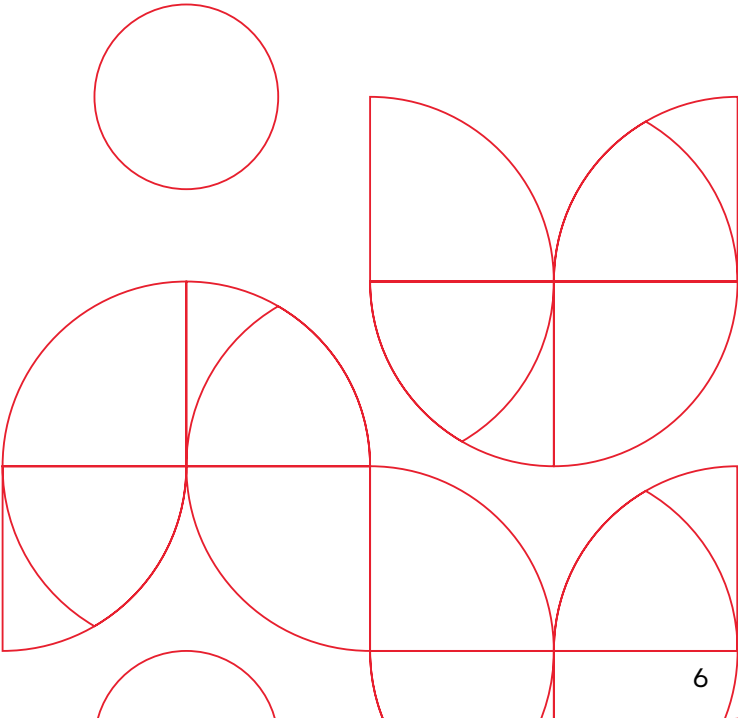
Our business ethics are at the core of every decision we make. The implementation of the Greek Corporate Governance Code is a key principle for us and is reinforced by a broad set of policies and procedures that ensure accountability and integrity across the spectrum of our corporate operations. From sustainability and human rights, to the prevention of discrimination, equal opportunities and risk management, we adopt best practices that guarantee transparency, accountability and compliance with the highest standards.

The composition of our governing bodies reflects our commitment to diversity and independence. 56% of the members of our Board of Directors are independent, while women occupy 44% of the positions, promoting inclusiveness and equality in decision-making. In addition, both the Audit Committee and the Nomination & Remuneration Committee operate with 100% independent members, enhancing the credibility and objectivity of our processes.

The cooperation with our suppliers is based on open and honest communication, aiming to cultivate stable and mutually beneficial relationships. At the same time, we consistently maintain high levels of transparency towards our investors and shareholders, implementing policies that enhance trust and facilitate the attraction of capital.

With an eye on the future

With each of our initiatives, we seek to improve people's daily lives, empower communities and build a future with more opportunities and less exclusion - a future in which everyone can progress.



2024 at a glance

Fourlis

**75 years
of presence**

**Operation in
4 countries**

(Greece, Cyprus,
Bulgaria, Romania)

**529,692 thousand
euros**

Turnover



-12%

The reduction at
direct (Scope 1)
greenhouse gas
emissions

(Greece, 2024 vs 2023)

-1,3%

The reduction at
indirect (Scope 2)
greenhouse gas
emissions-
market based

(Greece, 2024 vs 2023)

**964,62
MWh**

The total
renewable
energy
consumption

(Greece & Cyprus)

40.2 t

Savings at
Housemarket's
food waste,
corresponding
to **172,8 t CO₂e**
and **100,456** meals
worth **€201,026**

4,436
Employees

8

Programs for promoting
employees' health
and wellbeing

56%

The percentage of women
in the total number
of employees

2

Scholarship programs
for employees' children

44%

The percentage of women
in the Board of Directors

20

Corporate volunteering
actions

45%

The percentage of women
in manager/supervisor
positions in Greece

> €520,000

For social actions



0

Confirmed incidents
of corruption
or bribery

Awards 2024

Fourlis

THE 50 MOST SUSTAINABLE COMPANIES IN GREECE 2024
Quality Net Foundation



AWARD DIVERSITY AND INCLUSION
Bravo Sustainability Dialogue & Awards 2024
Quality Net Foundation

3RD AWARD INVESTOR RELATIONS 2024
Hrima Business Awards 2024
Ethos media

BRONZE AWARD FOURLIS LEARNING ACADEMY
Best Internal Use of Academies
HR Awards 2024
Boussias



Greece

2 GOLD, 3 SILVER & 2 BRONZE AWARDS
Social Media Awards 2024
Boussias

1 SILVER AWARD
Best Artificial Intelligence/Data/ Analytics Solution
MarTech Awards 2024
Boussias

1 GOLD & 1 SILVER AWARDS
E-volution Awards 2024
Boussias

1 GOLD AWARD
Best Branded Blog (B2C/B2B)
Content Marketing Awards 2024
Boussias

1 GOLD, 2 SILVER & 1 BRONZE AWARDS
Marketing Achievement Awards
Boussias

2 GOLD & 2 BRONZE AWARDS
Retail Business Awards
Direction Business Network

1 GOLD AWARD
Best Use of Data
Peak Awards 2024
Boussias

1 BRONZE AWARD
Event/ Experiential Marketing
PR Awards
Boussias

1 BRONZE AWARD
Best in Retail
Loyalty Awards
Boussias

1 BRONZE AWARD
Brand Building Event
Event Awards
Boussias

ΠΡΩΤΑΓΩΝΙΣΤΕΣ ΕΛΛΗΝΙΚΗΣ ΟΙΚΟΝΟΜΙΑΣ
Direction

1 GOLD & 1 BRONZE AWARDS
Dime Awards
Boussias

Cyprus

1 GOLD AWARD
Corporate Environmental and Social Responsibility (ESG)
In Business Awards
IMH

4 GOLD AWARDS
Cyprus Customer Excellence Awards
Boussias Cyprus

2 GOLD & 3 BRONZE AWARDS
Cyprus Digital Marketing Awards
Boussias Cyprus



PARTNER OF THE YEAR 2024
Retail
Holland & Barrett Partner Conference 2024
Holland & Barrett UK



Greece

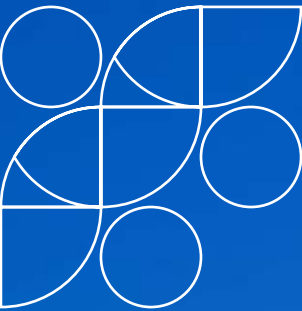
INSPIRATIONAL PARTNERS AWARD
Employer's branding
The American College of Greece

1 SILVER AWARD
Esatisfaction Best CX
UX|CX Awards 2024
Boussias

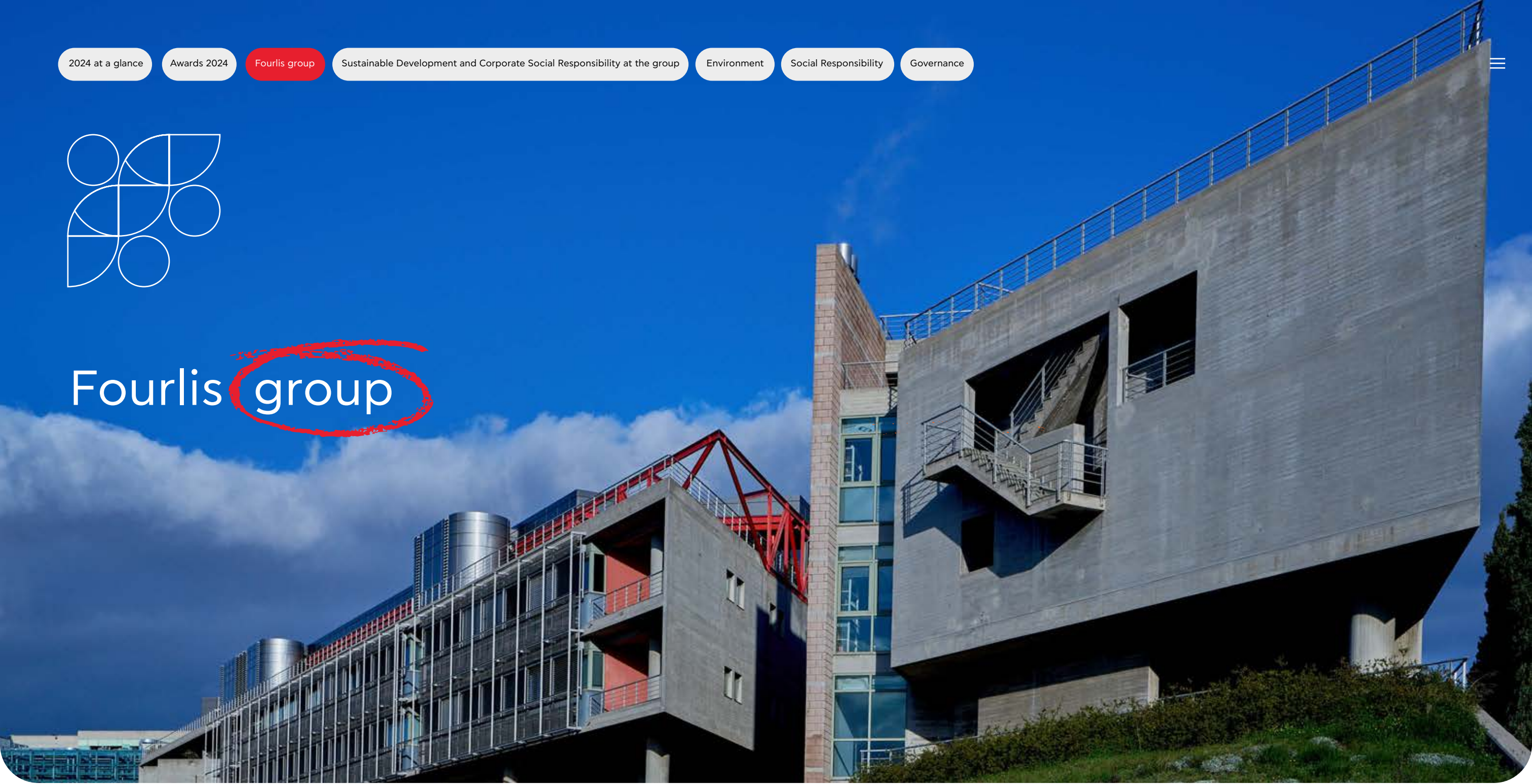
3 SILVER & 2 BRONZE AWARDS
e-volution Awards 2024
Boussias

2 GOLD & 1 BRONZE AWARDS
Social media Awards 2024
Boussias

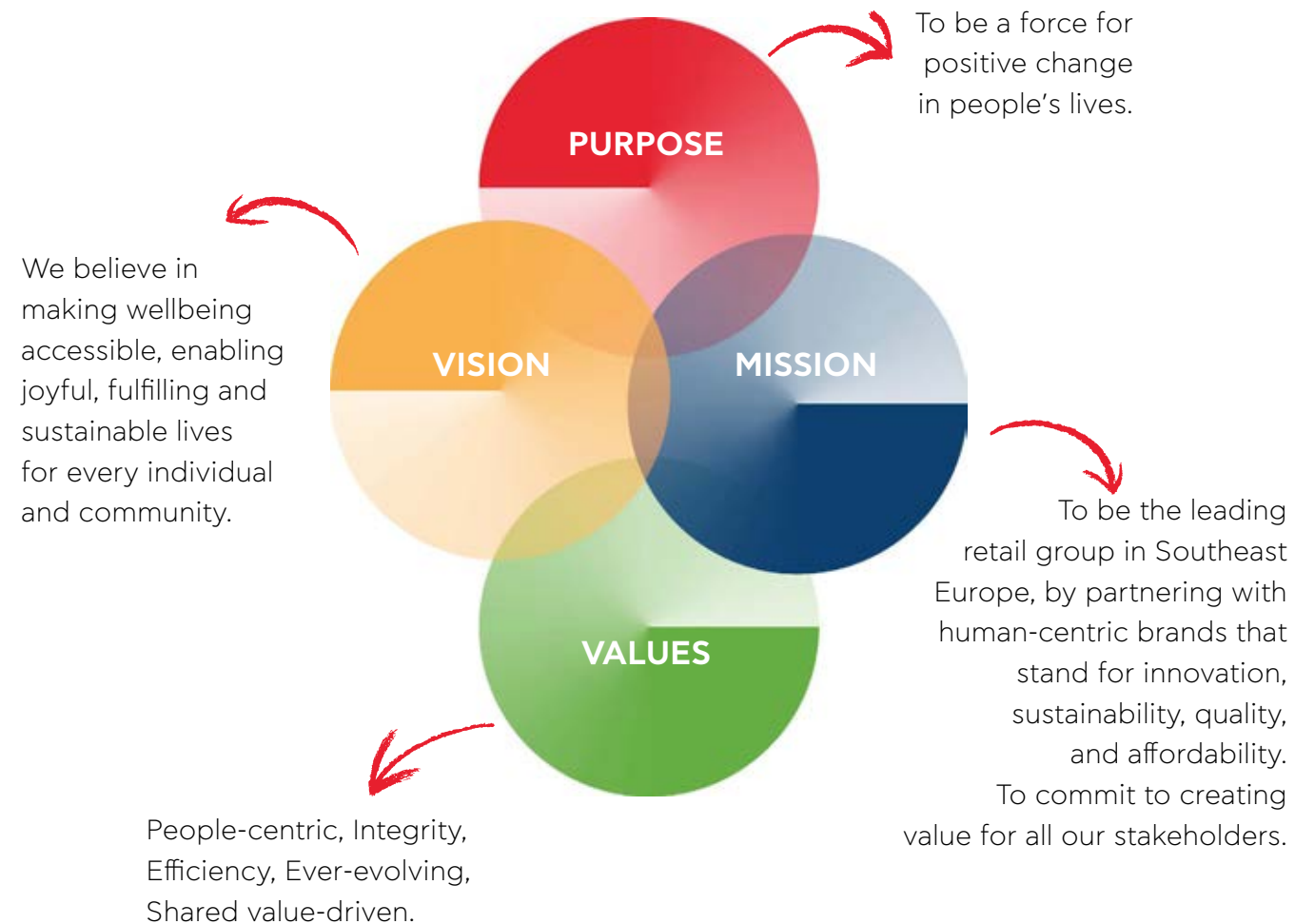
2 SILVER & 5 BRONZE AWARDS
Peak Awards 2024
Boussias



Fourlis group



Purpose, Vision, Mission, Values



Values

People-centric

Our people are our driving force. We nurture a culture rooted in respect, equality, diversity and inclusion. We value their dedication by providing support and opportunities for growth. In fact, people are at the heart of everything we do. We strive to understand our customers' wishes and aspirations so that we can deliver experiences that exceed their expectations and meet their needs. Their input is key to our ongoing journey to improve our ethical standards.

Integrity

We operate with unwavering honesty, morality and ethics in all areas. We are committed to transparency and accountability to ensure that we earn the trust of our customers, employees, partners and investors and safeguard the future and ethos of our brands.

Efficiency

We strive for operational excellence. We focus on achieving maximum output with minimum waste, ensuring efficient and streamlined processes. We

encourage teamwork and knowledge sharing to empower our employees, enriching their skills and capabilities. By doing so, we enhance the experience of our customers and contribute to the success of our partners and shareholders.

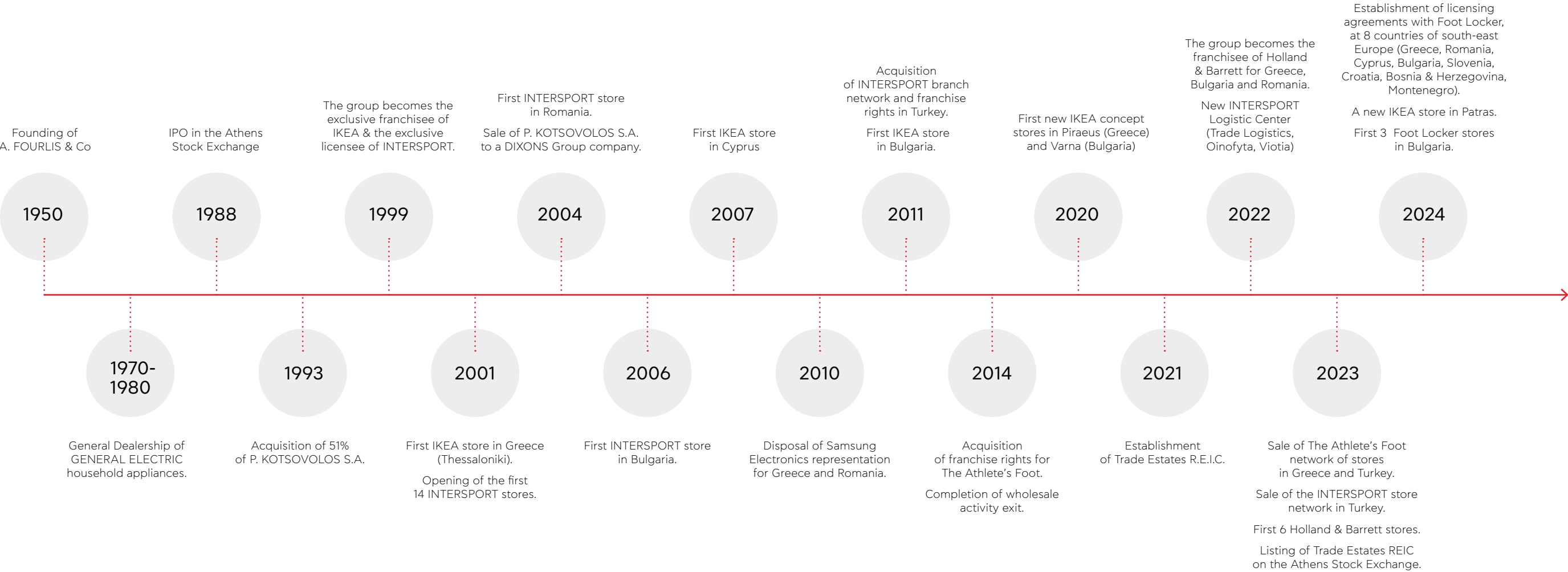
Ever-evolving

In an ever-changing world, our resilience and growth depend on our ability to remain future-ready, adaptable and insightful. We relentlessly optimise our products and services and embrace new ideas and technologies that push the boundaries of industry-leading retail experiences.

Shared value driven

We believe in creating value by aligning our business strategies with the needs of our communities and the interests of our stakeholders. We are committed to sustainable corporate governance, integrating ethical practices that prioritize the environment and society.

Milestones on group's history



About the group

With a successful presence of almost 75 years, Furlis group is a strong force in the retail sector in Southeastern Europe, offering a variety of high-quality products to consumers.

Through franchise and licensing agreements, the group represents globally recognized brands such as IKEA, INTERSPORT, Foot Locker and Holland & Barrett. At the same time, it offers logistics services through its subsidiary Trade Logistics and maintains a participation in Trade Estates REIC, a real estate investment company.

Furlis group actively contributes to progress, substantially contributing to the economies of the countries where it operates, while investing and creating value for all its people, employees and partners.

Furlis
GROUP OF COMPANIES



Our activities



Home Furniture and Household Goods retail sale through IKEA stores in Greece, Cyprus and Bulgaria

IKEA is a global brand in home furnishings, offering well-designed and comfortable products at affordable prices to people from all over the world. Its vision remains the same since its inception and until today: to create a better everyday life for as many people as possible.

In Greece, IKEA started its dynamic course in 2001 and on 31.12.2024 it has:

Greece	Cyprus	Bulgaria
6 IKEA stores 2 in Athens, 1 in Thessaloniki, 1 in Larissa, 1 in Ioannina, 1 in Patras	1 IKEA store Nicosia	2 IKEA stores Sofia, Varna
7 IKEA Pick Up and Order Points and “New Generation” stores The Mall Athens in Maroussi, Piraeus, Alexandroupoli, Rhodes, Chania, Heraklion, Kalamata	1 Plan and Order Point Limassol	4 IKEA Pick Up & Order Points and “New Generation” stores Mall shopping center in Sofia, Veliko Tarnovo, Burgas, Plovdiv

e-commerce
e-shops Greece, Cyprus, Bulgaria





Retail sale of Sporting Goods through INTERSPORT stores in Greece, Cyprus, Bulgaria, Romania

INTERSPORT is a leader in the global sportswear market, with a network of 5,381 stores in 42 countries. In Greece, INTERSPORT started its dynamic course in 2000 and on 31.12.2024 it has:

Greece	Cyprus	Romania	Bulgaria
62 stores	6 stores	37 stores	11 stores



e-commerce

e-shops
Greece, Cyprus, Romania and Bulgaria





Retail sales of Sporting Goods through Foot Locker stores

With over 50 years of history, Foot Locker is synonymous with sneaker culture, blending streetwear with athletic style.

Foot Locker is one of the largest chains of sports goods stores in the world. Founded in 1974 and headquartered in New York, USA, Foot Locker has over 50 years of history and approximately 2,500 stores in 26 countries across North America, Europe, Asia, Australia and New Zealand. Foot Locker is the global leader in the lifestyle and sneakers market, offering a unique positioning that combines brand, product and marketing. In addition to physical stores, the company has a strong online presence.

In August 2024, Fourlis group announced that it had obtained licensing rights for the launch and expansion of the Foot Locker brand in Greece, Romania, Cyprus, Bulgaria, Slovenia, Croatia, Bosnia & Herzegovina and Montenegro (the acquisition was completed in April 2025). The agreement between Fourlis group and Foot Locker complements the group’s focus on sport performance through INTERSPORT, aiming for a competitive and holistic experience for consumers.

Until 31/12/2024 Foot Locker has:

Bulgaria

3 stores



Holland&Barrett

Retail Sale of Health and Wellness products

Holland and Barrett was founded in 1870 in Great Britain and for over 150 years consumers have trusted it for wellness products. It has a network of more than 1,600 stores in 24 countries worldwide. It entered Greece in 2022 when the entry of Fourlis group into the rapidly growing sector of Health and Wellness products was completed, through the strategic partnership with Holland & Barrett. The cooperation with Fourlis group is addressed to the markets of Greece, Romania and Bulgaria through its omnichannel strategy. The aim of Fourlis group is to play a leading role in the industry and intends to develop, over time, a network of physical and online stores.

Until 31.12.2024 Holland and Barrett has:

Greece

10 stores

Kifissia, Glydafa, Maroussi, Chalandri, Elliniko (in AB Vassilopoulos store), Nea Smirni, Nea Ionia, Nea Erythraia (in AB Vassilopoulos store), Pylaia at Thessaloniki (in AB Vassilopoulos store), Airport



e-commerce

e-shop

Greece



TRADE LOGISTICS

Supply Chain Services

Trade Logistics started its operation in March 2008 based at Schimatari, Viotia. Due to its increased activities, in 2022, the company inaugurated a second facility at Oinofyta, Viotia.

It's current goal is to quickly and efficiently serve the omnichannel philosophy, automate and optimize processes and their implementation costs, while also aiming to further enhance productivity. At the core of its activity, however, is the expansion of the activities of Fourlis group.

With its specialized and experienced human resources, the use of technology, as well as the application of innovative methods in the field of logistics, Trade Logistics aims to further develop its activities through third party partnerships, providing its specialized services to companies beyond Fourlis group.

Moreover, Trade Logistics will be responsible for the operational management of Inter IKEA's 46th International Distribution Center (DC) in Aspropyrgos, Attica, within the framework of the cooperation agreement between Fourlis group and the international company, for the creation of a state-of-the-art international product distribution center of 50,000 square meters. The new unit will be supplied, among others, through the port of Piraeus and will serve the markets of the eastern Mediterranean, initially covering the needs of IKEA stores in Greece, Bulgaria, Jordan, Israel and Cyprus. The aim is to support more countries in the future, such as Egypt. The new DC will be developed by Trade Estates REIC and is expected to start operating at the end of 2025.

Until 31.12.2024 Trade Logistics S.A. provides the following logistics services:

1. Storage and distribution services for the below stores:

- IKEA in Greece.
- INTERSPORT in Greece, Cyprus, Romania and Bulgaria
- Holland & Barrett, in Greece.

2. Delivery of e-commerce orders directly to customers for:

- IKEA e-shop (www.ikea.gr) in Greece
- INTERSPORT e-shop (www.intersport.gr) in all countries where the group operates
- Holland & Barrett e-shop (www.hollandandbarrett.gr) in Greece





Real estate investment

Trade Estates, headquartered at Sabah Khoury 3, Maroussi and established in July 2021, is one of the largest real estate investing companies in Greece and is the only one with a specialized investing objective. The company aims at the acquisition and development of retail parks and logistics centers of next generation, following the strongest trend in new retail developments globally, providing consumers with easy, safe and direct access to markets and services.

Foullis group participates* in Trade Estates share capital, through its parent company and its subsidiaries HOUSEMARKET S.A. and H.M. HOUSEMARKET (CYPRUS) LIMITED. The companies AUTOHELLAS ATEE and Latsco Hellenic Holdings Sarl also participate in the share capital of Trade Estates.

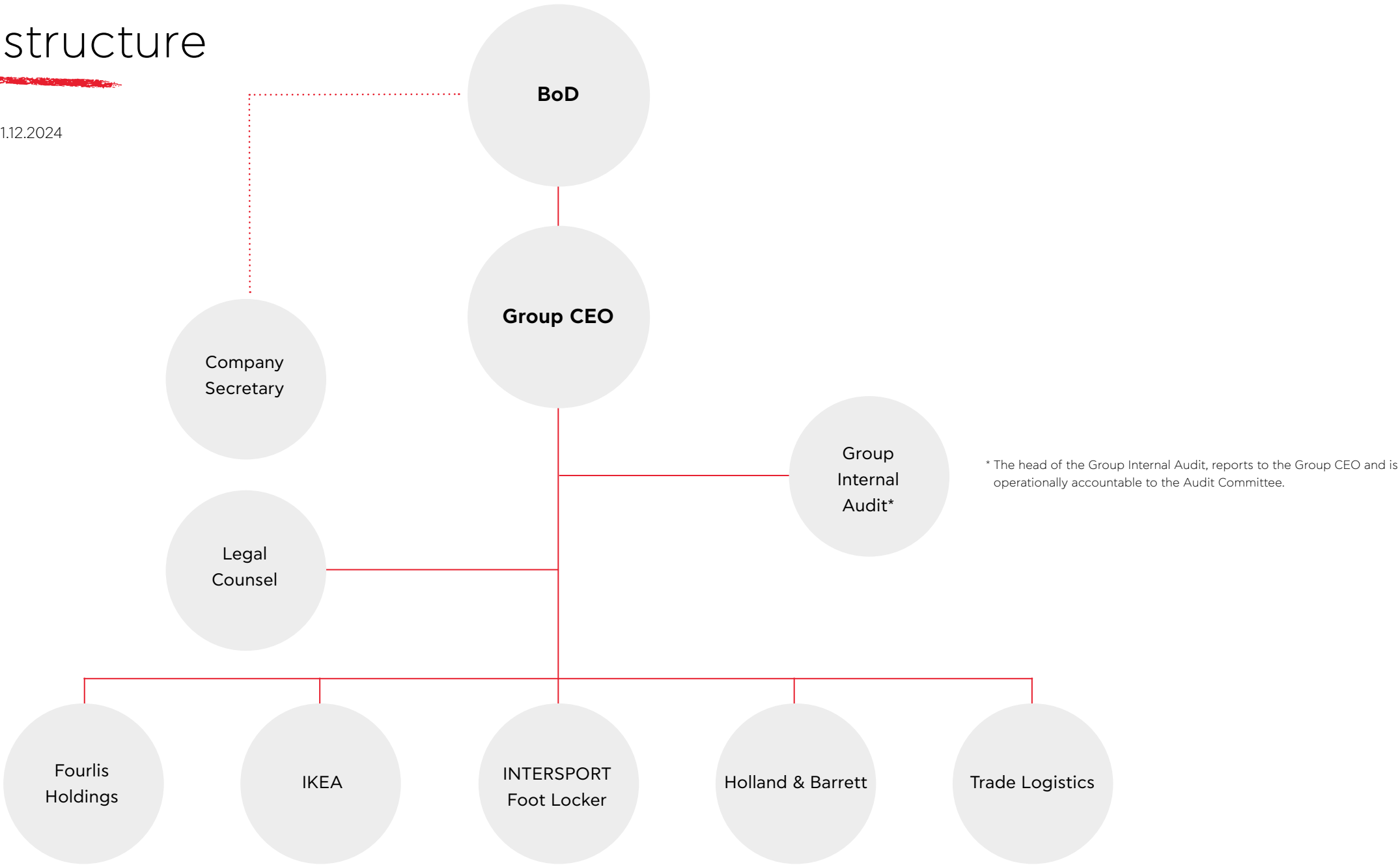
More information about the company and its real estate portfolio: www.trade-estates.gr



* Following the private placement of Trade Estates share capital, in February 2025, Foullis group holds a 47,3% in the company's share capital.

Organizational structure

The organization chart of Fourlis group as of 31.12.2024



Further information about the organizational structure is available on the website www.fourlis.gr.

Value chain

Fourlis group value chain



The main supply chain services provider for the group is the subsidiary Trade Logistics.

The main suppliers’ categories with which the group cooperates are the suppliers of goods and non-goods suppliers.

The group ensures the continuous improvement of its relations with suppliers through the communication of the terms of cooperation and the basic framework of principles and values that should govern their cooperation.

Cooperation proposals and offers submitted by suppliers are evaluated on the basis of approved (qualitative and quantitative) criteria, to ensure that the selected suppliers have the necessary expertise, as well as the ability to perform the assigned services, always with integrity, quality and reliability.

The group applies the following, regarding its suppliers:

Supplier Code of Conduct

The aim is to act as a set of guidelines that will define the basic standards of ethical behavior, values and principles of Sustainable Development, which Fourlis group expects to be adopted by its suppliers, in their transactions with it. In particular, the Supplier Code of Conduct aims to provide guidelines on the business conduct of the group’s suppliers. In this context, all group suppliers are required to acknowledge and adhere to the Supplier Code of Conduct.

The instructions regarding the business conduct of the group’s suppliers are summarized below in 4 pillars.

Labor practices	<ul style="list-style-type: none">• Prohibition of forced labor and child labor• Working hours and fees for work provided• Avoidance of violence, harassment and discrimination
Hygiene and safety	<ul style="list-style-type: none">• Occupational safety-Safe facilities-Existence of emergency response systems• Avoidance of drug use
Legislative and regulatory compliance	<ul style="list-style-type: none">• Bribery, Corruption, Fraud• Conflict of interests• Avoidance of unfair competition• Protection of information and personal data• Protection of facilities and intellectual property• Products and services• Environmental protection and protection of the interests of interested parties
Compliance with the Supplier Code of Conduct provisions	

More information is available on Fourlis group [Supplier Code of Conduct](#).

Due Diligence Policy for suppliers

As part of the operations of the Regulatory Compliance Unit and having assessed the complexity and nature of its activities, the group has adopted a Due Diligence Policy for suppliers. The policy describes the due diligence process implementation carried out by the group’s Regulatory Compliance Unit for the suppliers’ acceptance.

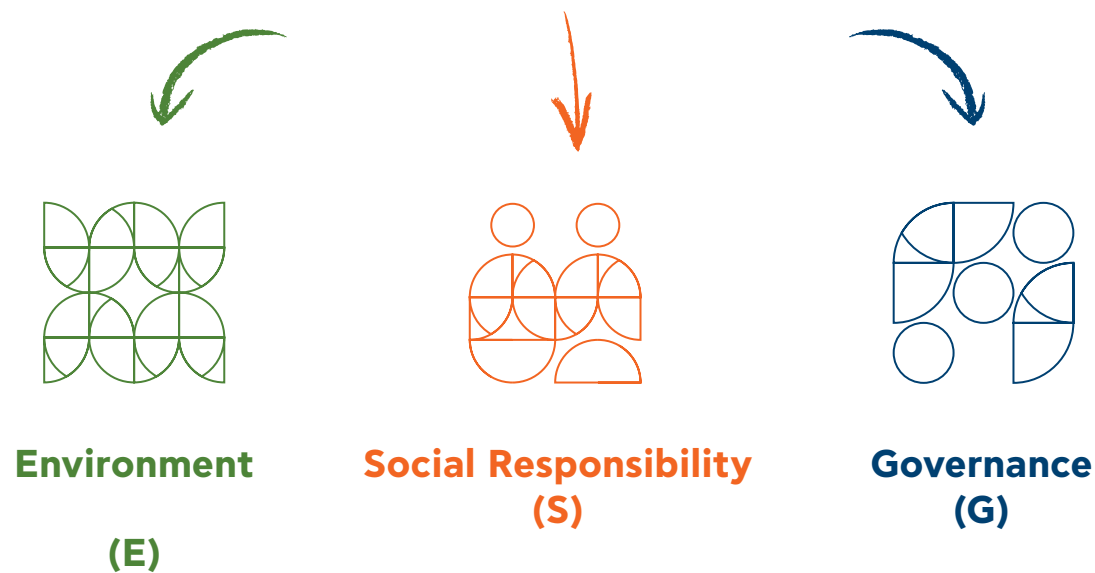


Sustainable Development and Corporate Social Responsibility at the group

Sustainability has been integrated into Fourlis group's business strategy and is a key pillar of it.

The group is committed to operating responsibly to promoting sustainable development in all aspects of its activities.

Sustainable Development and Corporate Social Responsibility



Sustainable Development Strategy

The group has a **Sustainability Strategy and Policy** that concerns all companies in all countries of its operation and which has been approved by the Board of Directors. The Management is committed to the implementation of the Sustainable Development Strategy and Policy, at all levels, companies and sectors of the group's activity.

The Board of Directors of the group is the highest governing body overseeing sustainability across the entire group.

Sustainable Development and Corporate Social Responsibility Division

The Sustainable Development and Corporate Social Responsibility Division, which operates at the group since 2008, is responsible for designing the group's Sustainable Development strategy ensuring its implementation as well as the implementation of relevant practices and programs and monitoring compliance with relevant policies and procedures. It also coordinates the group's companies in initiatives and actions in the field of Sustainable Development.

Sustainability Committee

In November 2024, the group established the Sustainability Committee at Board level.

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

The short, medium and long-term sustainable development business and investment plans, the goals, the assessment of relevant risks and opportunities and the annual action plans are assessed and approved by the group's Board of Directors upon the recommendation of the Sustainability Committee.

Sustainability Team

The group has a Sustainability Team consisting of representatives of the group companies and is responsible for the development and monitoring of sustainability initiatives under the supervision and guidance of the group's Sustainable Development and Corporate Social Responsibility Division.

The Sustainability Team meets at regular intervals to assess progress, ensure alignment with the sustainability goals and implement corrective actions where and when deemed necessary.

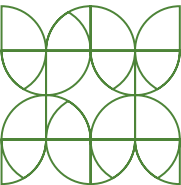
Materiality Analysis

As part of the continuous improvement of its approach to sustainable development and corporate social responsibility issues, in 2024 Fourlis group conducted a Double Materiality Analysis, as required by the new European Corporate Sustainability Reporting Directive (CSRD) and adopting the new methodology of the European Sustainability Reporting Standards (ESRS) in order to prioritize:

- ➔ **The group's issues that have or are likely to have the most significant positive and negative economic, environmental and social impacts, including impacts on human rights throughout the value chain (impact materiality).**
- ➔ **The economic risks and opportunities arising from the environment and society for the group (financial materiality).**

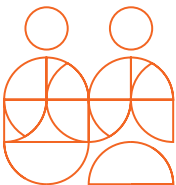
The double materiality analysis is a key tool that contributes to the formulation of the group's strategy (commitments, goals, actions and programs) for sustainable development.

Based on the results of the analysis conducted in 2024, the material issues that emerged for the group are the following:



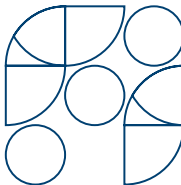
Environment (E)

Energy & emissions
Waste management



Social Responsibility (S)

Working conditions
Social contribution



Governance (G)

Corporate culture and governance

United Nations Global Compact

Since 2008, Fourlis group is an official member of the United Nations Global Compact, the largest international voluntary initiative for responsible business practices. At the same time, the group is a founding member of the UN GLOBAL COMPACT NETWORK GREECE.




The UN Global Compact consists of 10 Principles that derive from internationally accepted standards pertaining to human rights, labor conditions, fight against corruption and environmental protection. Fourlis group is committed to adopt, support and promote these principles through its business operation.

To comply with the 10 Principles of the Global Compact, the group prepares the CEO Statement of Continued Support and the Communication on Progress (CoP), which are posted on [UN Global Compact](#).

Sustainability (ESG) Goals

The group sets sustainability (ESG) goals related to its material issues, aiming to create long-term value and resilience. It evaluates these goals for their effectiveness on an annual basis and revises them, when and where necessary, with the aim of continuous improvement.

The group’s Sustainable Development (ESG) goals as well as the progress for 2024 are presented below.

	2024 Goal (Short-term)	Progress 2024 (compared to the short term goal)	2025-2030 Goal (Mid-term)	2031-2050 Goal
<div> Environment (E)</div>	1. Energy & emissions			
	CO ₂ Emissions			
	Scope 1			
	Reduction of emissions from stationary fuels* (GR)	-5%	▲	-100%
	Reduction of total direct (Scope 1) emissions (GR)	-5%	▲	-40%
	Scope 2			
	Reduction of indirect (Scope 2) emissions (GR)	-2%	■	-50%
	Reduction of indirect (Scope 2) emissions (GR-Like for Like)	-2%	▲	-50%
	Scope 3			
	Reduction efforts (GR)	-	-	Mapping, calculations and goals setting
	2. Waste Management			
	Waste management (GR)	Waste mapping	●	Calculations and goals setting
	Zero food waste to landfill	-	-	Calculations and goals setting
<div> Social Responsibility (S)</div>	3. Working Conditions			
	Number of fatalities due to work-related injuries and work-related ill health	0	●	0
	% of women at Fourlis group	≥50%	▲	≥50%
	% of women at managerial positions (GR)	43%	●	44%
	% of women at Fourlis BoD	≥33%	▲	≥33%
	4. Social Contribution			
<div> Governance (G)</div>	Annual social contribution (€)	≥400,000	▲	≥400,000
	5. Corporate culture & Governance			
	Number of confirmed incidents of corruption or bribery	0	●	0
	Major incidents of loss of personal data across all group operations and subsidiaries.	0	●	0

▲ Exceeds target (significant progress) ● On target (progress as planned) ■ Short of target (no progress or weaker progress)

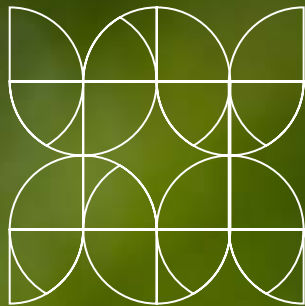
* Fuel for generators and fire pump stations are excluded.

Contribution to the UN Sustainable Development Goals (SDGs)

Through its business activities and responsible operation, the group actively contributes to the achievement of the UN Sustainable Development Goals (SDGs).

More information on the group’s initiatives and actions and the goals' achievement to which they contribute is available in the sections of the report that follow.





Environment



The group's approach to contributing to the protection of the environment

In the context of the global need to protect the environment, the contribution to addressing climate change and reducing the impacts arising from it, is at the core of the group's sustainability strategy.

The group's approach includes assessing relevant risks and opportunities, setting goals, adopting sustainable practices and investing in technologies that reduce its environmental footprint.


The group implements a series of relevant measures, initiatives and interventions such as actions to reduce greenhouse gas emissions from its operations, saving and recycling natural resources and integrating circular economy practices, responsible management of water resources, as well as raising awareness among employees and the public on environmental protection issues and adopting a responsible lifestyle. In addition, it systematically monitors the impacts of its activities and the results of its strategy and proceeds to review them, when and where necessary, with the aim of continuous improvement.




Energy & Emissions

To reduce its impact on the environment and by extension to contribute to limiting climate change, Fourlis group has undertaken strategic planning and has set specific goals that are aligned with its commitment to gradually reduce its carbon footprint, while maintaining its operational efficiency, and takes measures and implements initiatives to reduce energy consumption and greenhouse gas emissions throughout its value chain.


Indicative relevant measures and initiatives that were implemented or were in progress in 2024 are the following:




Gradual disengagement from the use of fossil fuels by upgrading heating, air conditioning and ventilation (HVAC) systems and utilizing the energy produced by photovoltaics for the production of hot water. Such a project is underway at the IKEA Thessaloniki store and is expected to be completed in 2025.




Investing in smart energy management systems to monitor and optimize energy consumption at the group's facilities




Upgrading infrastructure with energy-efficient technologies, including the installation of LED lighting.



Reducing energy consumption at stores, by turning off lighting, including illuminated signage, during night hours, in order to minimize unnecessary use of electricity.



Energy supply from renewable sources, through Guarantees of Origin. The group has reached an agreement for the supply of energy with Guarantees of Origin for the year 2025, for part of its facilities, reinforcing its commitment for using renewable energy sources.



Transition to low-emission transport partnerships (electric and low-emission vehicles) for last-mile deliveries, in collaboration with transport providers.

"Our commitment to a sustainable future is expressed through concrete actions: gradually phasing out fossil fuels and adopting clean energy sources for our stores. This plan is part of a broader strategy to reduce emissions and transition toward a circular, climate-neutral operating model".



Giorgos Liakeas
Facilities & Expansion Manager, House Market (IKEA), Greece

Investment in photovoltaic systems for electricity production

The group invests in renewable energy solutions by installing and using photovoltaic systems for electricity production at the group's companies' facilities, prioritizing self-consumption and net-metering and reducing its reliance on grid electricity. At the same time, it invests in photovoltaic installations for sale to the grid.

In 2024, the installation of the new 1MW photovoltaic system on the roof of the Trade Logistics warehouse in Schimatari for the production of electricity using the net-metering method (self-production) was completed and its operation began.



Since 2013, a photovoltaic electricity production system for sale to the grid operates on the roof of the Trade Logistics warehouse in Schimatari.



Since 2021 a photovoltaic system for electricity production with offsetting operates at IKEA Cyprus Nicosia store.

964.62 MWh

the total renewable energy consumption in 2024

(Greece & Cyprus)



"The energy transition requires strategic decisions and actions with tangible environmental impact. At Trade Logistics, we systematically invest in renewable energy, with a strong focus on photovoltaics, to reduce our footprint and enhance the energy autonomy of our facilities. This is a strategic priority and a clear act of responsibility".

Michalis Giannitsis
Technical Manager, Trade Logistics

The group implements tools to monitor and measure the carbon footprint of its activities, ensuring data transparency and discloses the relevant results, while utilizes all the data for informed decision-making.

In 2024, the group proceeded to collect activity data and calculate the direct (Scope 1) and indirect (Scope 2) emissions resulting from its activities in Greece.

1,500.11 t CO₂e
Direct* GHG emissions (Scope 1)

-12%
compared with 2023
(1,712.41 t CO₂e)

9,343.84 t CO₂e
Indirect** GHG emissions
(Scope 2 - market based***)

-1,3%
compared with 2023
(9,467.89 t CO₂e)

9,127.34 t CO₂e
Indirect** GHG emissions
(Scope 2-market based***)
Like For Like (LFL) ****

-2,3%
compared with 2023
(9,343.98)



In 2025, the group aims to expand its carbon footprint measurements (Scope 1 & Scope 2) and set relevant goals for its activities abroad (Cyprus, Bulgaria, Romania) as well as to proceed with mapping, measurements and setting goals for Scope 3 emissions in Greece.

Additionally, in 2024 the group will prepare an annual carbon footprint report in accordance with the requirements of the National Climate Law, for the emissions resulting from the activities of the companies for which the group has operational control and obligations.

* Direct Emissions (Scope 1): Includes direct emissions from fuels used by equipment, fleet vehicles and fugitive emissions from coolants of the Fourlis group
** Indirect Emissions (Scope 2): Result from supplied electricity.
*** Market-based emissions: refer to emissions calculated based on the supplier's energy mix, taking into account Guarantees of Origin and other electricity origin-specific products that the supplier offered to a share of its customers during the year.
**** Like-for-Like (LFL): the indicator has been calculated based on Like-For-Like (LFL) comparisons against 2023. To ensure the accuracy and comparability of the data, all facilities (physical stores) that were not active throughout both years (2023 and 2024) were excluded from the Scope 2 calculations.

Energy consumption

(Greece)



30,082.63 MWh
2024

30,759.59 MWh
2023

More information on the strategy, goals and initiatives to reduce the group's carbon footprint, as well as on the methodology for calculating greenhouse gas emissions, is available at the *Sustainability Report* section of the Annual Fourlis group Financial Report 2024, of Fourlis group on the website www.fourlis.gr.

Resource use and circular economy

The group's environmental strategy includes policies and practices for the proper management of resources and the promotion of circular economy.

Indicative examples of relevant initiatives implemented at the group's companies are presented below.



Recycling programs in collaboration with competent bodies for the sorting and appropriate treatment of individual waste categories.

Recycling programs with the participation of employees and the use of special bins for various waste categories (e.g. lamps, paper, batteries, etc.), which have been placed in the workplaces for this purpose.



- Replacement of cardboard boxes with reusable plastic ones, for the transport of INTERSPORT goods from its central warehouse (Trade Logistics) to its stores in Greece.
- Expansion, by the group's companies, of product lines made from recycled materials and of products that contribute to a sustainable lifestyle.
- Use of packaging made from recycled and recyclable materials for the shipment of e-commerce orders of all group's companies, in all countries of operation.
- Public awareness initiatives regarding the adoption of a responsible lifestyle.

In 2024, the group also proceeded to map the waste produced at its facilities in Greece that is promoted for recycling, with the aim of establishing strategic partnerships with certified recycling organizations, to gradually achieve zero waste to landfill.



In March, on the occasion of World Recycling Day, the action "Are you running with your heart? You recycle with passion at INTERSPORT!" was implemented for a 10th year. During the action, old shoes were collected for recycling, while participants enjoyed a 20% discount on the purchase of new running shoes.

More than

**11.2 tons
of shoes
were
recycled**

in Greece, Cyprus, Bulgaria
and Romania

As a return benefit,

**INTERSPORT
donated
180 new pairs
of shoes**

to the SOS Children's Villages
of Greece.

More information on the use of resources and circular economy at Fourlis group is available at the *Sustainability Report* section of the Annual Financial Report 2024, on the group's website www.fourlis.gr

ΦΕΡΕ ΤΑ ΠΑΛΙΑ ΣΟΥ ΑΘΛΗΤΙΚΑ
ΠΑΠΟΥΤΣΙΑ ΚΑΙ ΠΑΡΕ
ΝΕΑ RUNNING ΜΕ
-20%
ΣΕ 59 ΚΑΤΑΣΤΗΜΑΤΑ INTERSPORT

ΤΡΕΧΕΙΣ ΜΕ ΤΗΝ ΚΑΡΔΙΑ ΣΟΥ;
ΑΝΑΚΥΚΛΩΝΕΙΣ ΜΕ ΠΑΘΟΣ!

Σε συνεργασία με την **RECYCOM**
ΑΝΑΚΥΚΛΩΣΗ ΕΝΔΥΜΑΤΩΝ & ΥΠΟΔΗΜΑΤΩΝ

Η προσφορά ισχύει έως 23/3 μόνο για νέες συλλογές παπουτσιών τρεξίματος
& δεν συνδυάζεται με άλλη έκπτωση

**INTER
SPORT**

Reduction of food waste



IKEA, of Fourlis group has invested in an electronic food waste monitoring and recording system (Waste Watchers) in its restaurants' kitchens.

Furthermore, it trains all human resources employed in IKEA stores where the Waste Watchers system is applied, on the impact of food waste on the environment and the importance of proper inventory recording and management.

Until 31/12/2024, the electronic system operates in IKEA Kifissos, Airport, Maroussi (The Mall Athens), Ioannina, Larissa, Thessaloniki, Nicosia Cyprus and Varna and Sofia stores in Bulgaria.



*Base year: 2021 (August)



It is also worth mentioning that the kitchen oils used at IKEA restaurants, in all countries where the group operates, are promoted for recycling.

27,260 lt
of kitchen oils were promoted for recycling in 2024



Based on the requirements of the new bill on recycling Law 4819/2021 *Submission of food waste data*, in 2024 the company proceeded as well, to record data on the types, quantities and ways of food waste management from the restaurants of IKEA stores in Greece.

With the aim of improving the management of food waste from IKEA restaurants and eliminating waste that ends up in landfills, the group is considering developing partnerships for promoting it for treatment.

Food saving alliance

Since 2022, IKEA is a member of the Food Saving Alliance Greece, <https://foodsavingalliancegreece.gr/>, a collective effort in which public authorities, professional and scientific bodies, food and catering companies from all stages of the supply chain, civil society organizations, academic and research community bodies join forces.





Social Responsibility



For the group's people

At Fourlis group, the creation and safeguarding of job positions, occupational health and safety conditions, meritocracy and personal development, respect for human rights, as well as the provision of equal opportunities for all in relation to training, assessment, development and reward, constitute the focus of the group's philosophy and practices.



"The strongest investment we can make is in our people. At every group level, we daily witness the commitment, integrity and innovation that our teams bring to life. We strive to cultivate an environment where every individual can grow, contribute meaningfully and feel a genuine sense of belonging. Our human-centered approach is not merely a policy, it is a core pillar of our strategic direction".

Katerina Spiropoulou
Organizational Development Manager, Fourlis group



The group is its people, all those who daily support its operations.

Employment

Fourlis group aims at creating new job positions through the development of its activities in Greece and abroad. By doing so, the group strengthens local communities and stimulates the national economies in the countries where it operates.

The group's approach to employment and relations with its employees directly affect their performance, turnover and development, while they constitute important issues for its long-term sustainable development.

The following are the core axes of the Open Resourcing Policy, regarding staff recruitment and the professional development of the group's human resources:

The common recruiting assessment criteria

at all the group's companies, to ensure equal opportunities and to combat discrimination.

The provision of equal opportunities for development

through internal mobility and promotion processes to all group employees.

The compensation and benefits policy

that is based on the group's financial results, on employees' performance appraisal that takes place on an annual basis and on the trends of the market regarding remunerations.

The maintenance of a balance

between genders, nationality, religion, political or other beliefs, disability, sexual orientation etc., in the selection and development processes of the group's employees, as well as in the remuneration and benefits policies.



Actions for the group's people

Initiatives for employees' recognition of contribution and reward

Years In Service Award

Rewarding employees who have served for years and contributed to the achievement of the group's goals (10, 20, 30 years).



204

employees were awarded in 2024

180 in Greece, 1 in Cyprus,
14 in Romania and 9 in Bulgaria



We Say BRAVO

Recognition and award of employees who are distinguished, through specific behaviors, for their professionalism and special contribution, in accordance with the Values and Mission of the group.



32

employees were awarded in 2024

18 in Greece, 6 in Cyprus, 5 in Bulgaria
and 3 in Romania

Awarding Honor Students

Award of children of employees who are either excellent students or have been admitted to universities.



139

students were awarded in 2024

89 in Greece, 6 in Cyprus, 29 in Bulgaria
and 15 in Romania



Actions for group employees who are parents and their families

Gift Cards for employees' weddings and childbirths

The group supports all employees in the most important moments of their daily lives, by providing wedding and childbirth/adoption/foster care gift cards.

For parents of children with disabilities

Provision of 5 additional days of annual paid leave as well as coverage of part of the expenses related to the purchase of necessary equipment.



Scholarship Program

Implementation of the *I Study with a Scholarship* program for children of employees in Greece, Cyprus, Bulgaria and Romania, who study in Universities and whose families face difficulties in supporting the academic expenses.

Provision of *Ilias Fourlis* scholarship to an excellent student admitted to a University in Greece.

€27,000

the total value of the scholarships offered through the *I study with a scholarship* program in Greece, Cyprus, Bulgaria and Romania

€5,000

the value of the *Ilias Fourlis* scholarship, received by 1 child of employee in 2024

Employees' children summer employment

A 2-week employment of children of group employees, during summer, to gain work experience. The program involves teenagers aged 15-18 in Greece and 16-18 years old abroad, who are hired in Fourlis group companies in accordance with each country's labor laws.

39 children

were employed in the context of the program

32 in Greece, 3 in Cyprus, 2 in Bulgaria and 2 in Romania

INVESTORS IN PEOPLE certification

In 2023, Fourlis Holdings S.A. achieved Silver certification under the internationally recognized standard, INVESTORS IN PEOPLE (IIP), for the 3rd consecutive year. The INVESTORS IN PEOPLE certification, which will be valid for 3 years, is a tool that helps businesses and organizations improve their performance in achieving their business objectives through Human Resources management and development.

INVESTORS IN PEOPLE®
We invest in people Silver

We did it!
Officially accredited by Investors in People.
Because we make work better.

Respect for Human Rights

For Fourlis group, the protection of Human Rights is part of its culture and a strong priority, both at a Management and employee level.

The group approaches the issues related to the respect and protection of Human Rights in a systematic way. It implements a **Human Rights Policy**, as a means of ensuring compliance with applicable laws and international standards and guidelines, making it clear that it respects Human Rights and shows no tolerance for their violation.

The Policy is required to be applied by all employees, regardless of their hierarchical level, in all Fourlis group companies, in all countries of its activity. At the same time, all partners/suppliers of the group and third parties working with them on behalf of Fourlis group, are expected to adopt the Policy principles.

Adherence to the Human Rights Policy is monitored through regular internal audit and compliance reviews, including the continuous assessment of potential risks from non-compliance in all group organizational units. The Policy is reviewed and revised, whenever necessary, by the Sustainable Development and Social Responsibility Division, with respect to national and international developments.



In order to safeguard Human Rights, the group adopts:

Code of Conduct/Code of Conduct
Line-Whistleblowing System

Supplier Code of Conduct

Policy for Fighting Discrimination, Violence and Harassment at the Workplace

Charter of Operations

Open Resourcing Policy

Health and Safety Policy

The UN Global Compact Principles:

- freedom of association,
- elimination of child and forced labor,
- elimination of discrimination in the workplace and the supply chain.

0
incidents of serious human rights violations in the Fourlis group in 2024

Diversity and Inclusion

All Fourlis group companies in all countries of operation, have signed the **Diversity Charter**, further strengthening their commitment to combat discrimination and to promote equal rights in the workplace.

The group approaches the issue of Diversity and Inclusion on three axes:

Inclusive Leadership | Gender Equality | People with Disabilities

In 2024, Fourlis group focused on issues of diversity and inclusion in the areas of *Gender Equality* and *People with Disabilities*, implementing the following actions:

Gender equality / Women empowerment

2nd cycle of a 6-month MENTORING program in which 26 female group employees in Greece participated. The program was implemented in collaboration with *WHEN* organization.

A photo contest on the occasion of Women's Day, on March 8. Fourlis group invited women employees to participate in a photo contest, leaving a creative photo with their team members and with main theme the Women's Day, in a relevant post on an internal communication tool. The participants with the best and most creative photos won wellness gifts from Holland & Barrett.

Pop Up Café action

The series of discussions with female employees organized by Ms. Lyda Fourlis, Fourlis group Director of Sustainable Development and Social Responsibility, with the aim to exchange opinions and experiences towards female empowerment, continued. The action was implemented at the IKEA Thessaloniki store with the participation of the store's female employees.

Hybrid speech on the occasion of the International Day for the Elimination of Violence against Women.

The speech was implemented at the group in collaboration with the organization *Dyname*, aiming at informing and raising awareness among employees regarding the protection and support in cases of violence.

Foullis



AWARD

DIVERSITY AND INCLUSION

Bravo Sustainability Dialogue & Awards 2024
Quality Net Foundation



People with disabilities

The group proceeded to a collaboration with *SKEP- The Association of Social Responsibility for Children and Youth* and implemented:

a survey, among employees, on the familirization with disability issues, with the aim of highlighting training needs and preparing a relevant training plan.

accessibility checks for blind people, wheelchair users and deaf/hard of hearing people in its 4 IKEA stores in Attica (Airport, Kifissos, The Mall Athens and Piraeus) as well as in 1 INTERSPORT store in Attica (River West).

training of executives of the group's companies as well as partners, on **accessible communication issues**.

In 2025, the group will continue to focus on Diversity and Inclusion issues, with particular emphasis on the People with disabilities axis.

“Diversity is a powerful driver of innovation, creativity and progress. At Fourlis group, we foster a culture where every person feels respected, valued and empowered to express themselves, while having equal opportunities to grow and thrive. Inclusion is a strategic choice that strengthens our teams and shapes a sustainable, equitable, and dynamic organizational culture”.



Chrisoula Fasouli
Sustainable Development
and CSR Manager,
Fourlis group

In 2024 

56%

the percentage of women in Fourlis Group



compared with the short-term goal of 2024
(≥50%)

45%

the percentage of women in manager/supervisor
positions*



compared with the short-term goal of 2024
(43%)

*Greece

44%

the percentage of women on the BoD



compared with the short-term goal of 2024
(≥33%)



Education

The employees’ need for training is continuous and ever increasing, as the competition and the current market demands are constantly generating new training and educational needs.

For this reason, the training of each group employee starts from the moment of hire. Continuous training and education are ensured through adherence to the training plan, which is developed after the annual performance review.

The first training program for every group employee is an induction program, through which it is ensured that all the newly hired employees are informed about:

- The group’s history, Principles and structure
- The General Data Protection Regulation (GDPR)
- The Group’s Performance Appraisal system
- Digital transformation
- Human Rights Policy
- Diversity and inclusion
- Risk management
- Conflict of Interest
- Code of Conduct and the Code of Conduct Line-Whistleblowing system
- Regulatory compliance and the Policy and Procedure for the Prevention, Detection and Management of Conflicts of Interest.
- Information Security
- Issues related to health and safety in the workplace

This program is implemented both in classroom and via e-learning. In addition, all newly hired employees receive the Internal Labor Regulations of each company. All Fourlis group employees are members of the group’s Training Academy *Fourlis Learning Academy*, which has been operating since 2011, and participate in programs according to their role requirements and their needs for personal development.

The training courses, which are annually updated, are developed in four pillars:

- Leadership
- Business Operations
- Health and Safety
- Sales-Products

In 2024 ↗

1.8 hours²

the average training hours for women at Fourlis group

1.4 hours³

the average training hours for men at Fourlis group

In 2024, e-learning trainings were also implemented on issues such as Human Rights, Diversity & Inclusion, Compliance & Conflict Management System as well as Risk Management. These trainings are mandatory for everyone.



“At Foot Locker, our team members - the ‘Stripers’ - are much more than sales associates. They are culture ambassadors, sneaker enthusiasts and trend-savvy individuals who connect authentically with our customers’ lifestyle. Rooted in streetwear culture, our service is inclusive and real. We invest in extensive training, not only on our products but also on modern service techniques, so that each customer experience reflects our brand’s energy and values”.

Giorgos Zemalis
Head of Merchandise, Foot Locker, Greece



“At Holland & Barrett, our people are experienced health and wellness advisors. Every team member is expertly trained through a specialized and ongoing program recognized and accredited by the English State, covering vitamins and supplements, natural beauty, sports supplements and food and drink. This in-depth knowledge allows us to offer tailored guidance to every customer, supporting their personal well-being journey with confidence and care”.

Maria Kirmanidou
Product Trainer, Holland & Barrett, Greece

Performance appraisal and development review

The group applies an annual single Performance Appraisal and Development Review process for all its employees, to ensure that the employees' appraisal process is and will remain transparent.

In this way it ensures a fair working environment and creates an operational succession plan for executives at high responsibility positions.

The performance Appraisal and Development Review process, which includes the assessment of the agreed measurable objectives, the evaluation of employees' skills and behaviors, their self-evaluation as well as a questionnaire on their professional aspirations, takes place once a year for all group employees. All actions related to the employees' Development Plan are also recorded at the Appraisal Review. The overall result of this process ensures the meritocratic imprinting of the dynamics of employees, in relation to their development plan.

In 2024 

100%

of employees participated in regular performance and career development reviews



Health and Safety

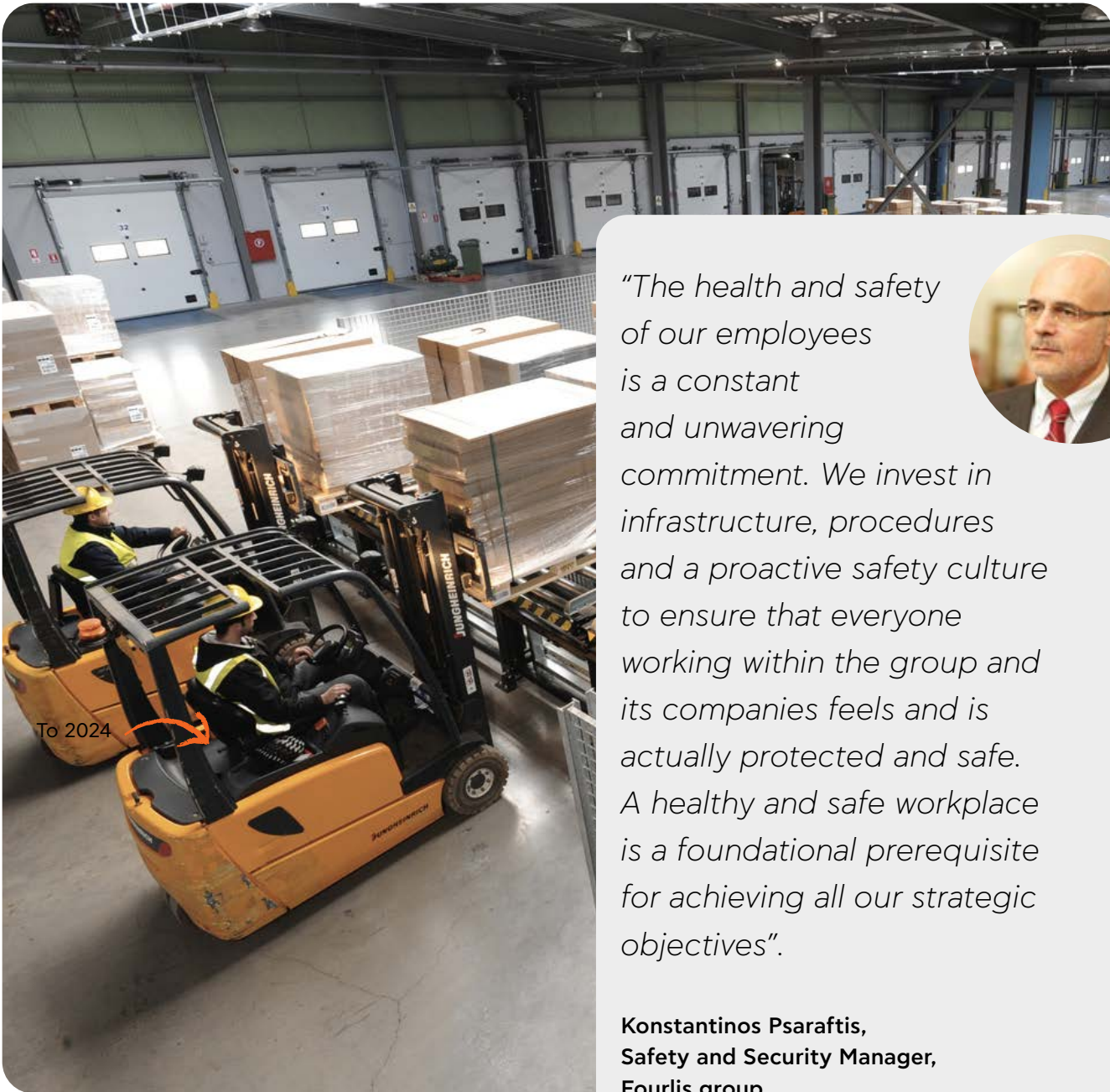
Given that the creation of a safe and healthy working environment is a basic Principle for the group, which is also promoted through its Values, the group not only follows the provisions of the labor legislation in the countries where it operates, but also assesses the potential risks it may face and takes the necessary measures to achieve the prevention of any accidents.

At Fourlis group, ensuring compliance with the Health and Safety Policy is an important priority. Responsible for the implementation of the policy is the group’s Human Resources Division and specifically, the Health and Safety Department.

Fourlis group has developed and implements an Occupational Health and Safety management system, which complies with all legal requirements, as well as with the requirements of the *ILO Code of Practice on Recording and Notification of Occupational Accidents and Diseases*. The system applies to all the activities, stores and facilities of the group, as well as to the entire workforce (direct employees) and third-party employees such as suppliers and partners (indirect employees), who work or visit its facilities. The group Health and Safety Director is responsible for the system implementation.

The group also has a Risk Management Team, under the responsibility of the group Health and Safety Director. There are also employees trained to deal with emergencies in all the group’s companies’ facilities.

Especially at IKEA stores, due to their size and the volume of customers/visitors, there is a control center, through which all the necessary checks are performed, such as those for the ventilation, the elevators, firefighting and fire safety, etc.



To 2024

“The health and safety of our employees is a constant and unwavering commitment. We invest in infrastructure, procedures and a proactive safety culture to ensure that everyone working within the group and its companies feels and is actually protected and safe. A healthy and safe workplace is a foundational prerequisite for achieving all our strategic objectives”.

Konstantinos Psaraftis,
Safety and Security Manager,
Fourlis group

Employee training on health and safety topics

The group invests in the continuous and regular training of all its employees, so that they can respond to emergencies that affect both their own safety and that of customers/visitors and partners at its facilities.

For this purpose, the following trainings are provided:

- Performance of a scheduled annual exercise on store evacuation with the participation of customers.
- Performance of scheduled biannual store evacuation exercise, without the participation of customers.
- Training of Fire Safety and Firefighting Teams.
- Performance of regular fire safety exercises.
- Training of First Aid Teams.
- Training of all new employees on health and safety issues in the workplace
- Regular training on health and safety at work for department-specific employees where the nature of their work demands it, such as those who are employed in restaurants, warehouses, the decorating team, maintenance, carpentry.
- Special educational video on safety issues available in all languages of the countries of the group. operation.



In 2024 ↗

100%
of employees (direct and indirect)
covered by the Health and Safety
System

0
employee fatalities as a result
of occupational accidents and
work-related diseases

Promotion of employee health and well-being

The EF ZIN (Well-being) program was launched by the Sustainable Development and Corporate Social Responsibility Division in 2010, with the main objective to inform employees on health and well-being issues and to encourage them to adopt a healthier lifestyle.

In the context of the EF ZIN program, actions regarding health and prevention, mental health, healthy diet, exercise, etc., are annually organized. Some of the most important EF ZIN actions that took place in 2024, are presented below.

Mediterranean diet

The *Mediterranean Diet-live better, live longer* program continued for the group's employees in Greece and Cyprus. The program includes **weekly indicative menus** with recommended recipes, based on the Mediterranean diet, as well as regular updates on other relevant topics.

Free sessions with dietitians/nutritionists

The program of free sessions with dietitians/ nutritionists for employees in Greece, Cyprus and Bulgaria continued.

In 2024, a total of 56 sessions were held.



Counseling support line

The operation of the Counseling/Psychological Support Line for group employees in Greece and Cyprus continued. The Line has been operating since March 2020. This service, in the field of mental health, is offered free of charge to the group's employees, in collaboration with specialized counselors/psychologists. Both employees and their relatives (spouses, adult children) can call the Line anonymously, to talk to the counselors/psychologists and to receive, with absolute confidentiality, immediate consulting support and guidance on issues that concern them and affect their personal, family and professional life.

The line operates 24/7/365 and in 2024 received 312 calls from 138 people.



One-on-one online sessions with psychologists

The service of individual online sessions with psychologists for employees in Greece and Cyprus, launched in 2022, continued.

In 2024, 104 sessions were held.

Mental Health 1st Aid Training

A new series of trainings, the **Risk and Crisis Management Trainings** (Mental Health 1st Aid) for employees were launched in 2024. The trainings, which focus on mental health in the workplace, are implemented by specialized and experienced in the field of mental health professionals. The aim of the trainings is to promote awareness and understanding of mental health issues in the workplace, to highlight the role of leaders and to commit to defending the mental health of employees through the role of Leader.

In 2024, 2 trainings were implemented, which were attended by 30 employees.



Sports

250 employees participated in sports activities and events such as the online pilates fitness program which is implemented twice a week in collaboration with experienced trainers for all of the group's employees in Greece, the Race for the Cure and the 12th Hellenic Company Sports Games in Attica, the 18th Alexander the Great International Marathon in Thessaloniki, the Ioannina Lake Run and the Workplace Basketball Championship in Ioannina, as well as to a hiking organized in the Kalypso canyon in Larissa.

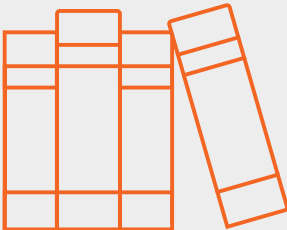
Wellness Month

546 employees participated in the Wellness Month action that was implemented in May at the group's facilities in Greece. The Wellness Month included therapeutic massage sessions by experienced physiotherapists, body fat measurement tests in collaboration with experienced nutritionists, as well as mindfulness sessions.



Lending Libraries for Fourlis group employees

With the aim of promoting reading, lending libraries operate at facilities of the group's companies in Greece, with more than 1,350 books available.



For the Society

Active/Responsible social contribution and organization of voluntary actions for employees

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 aims to be a force for positive change in people's lives and has a vision of creating conditions of prosperity for all, making a happy and sustainable life full of satisfaction for every person and society a reality.

In this context, Fourlis group seeks to be in constant contact with both local communities and the wider society in the countries where it operates. This is achieved through established communication and engagement channels, with the aim of being informed about their needs and understand them.

As a next step, needs are evaluated and prioritized, while programs and actions are planned and implemented, in order to satisfy not only the current and most important needs of each local community, but also those which are more in accordance with the Group's Sustainable Development and Corporate Social Responsibility strategy (support of vulnerable social groups and especially children), the number of beneficiaries and the nature of its activities. In addition,

in cases where there are special circumstances (e.g., pandemic, natural disasters), the group either updates its programs or incorporates actions aimed at addressing these emergencies, for the relief of society and citizens.

The group's Sustainable Development and Corporate Social Responsibility Division maintains close communication and cooperation with executives from all group's companies to jointly plan, coordinate and implement these actions.

In 2024, Social Responsibility programs and actions took place in all countries where the group operates, the most important of which are presented below.

In 2024

> €520,000

the annual contribution for the support of the society (Greece, Cyprus, Bulgaria, Romania)



compared with the short-term goal of 2024 (≥€400,000)

20 activities

of corporate volunteering in Greece, Cyprus, Bulgaria and Romania, to support society and to protect the environment



Actions to support society



Greece

Σταθμοί Χαράς¹

IKEA, of Foulis group, within the framework of the group's overall Social Responsibility program and in particular the *Station of Joy* program, continued to support Municipal Nursery schools and Kindergartens throughout Greece, by fully refurbishing 3 more Kindergartens. These are the Nea Moudania kindergarten (Municipality of Nea Propontida), as well as the 2nd Kindergarten at the Municipality of Metamorfosi and the I' preschool center at Heraklion, Crete, which accommodate about 210 children.

IKEA offers all the necessary, suitable and safe equipment for children and teachers, while IKEA decorators undertake the configuration and decoration of the spaces so that children and employees of each school can enjoy a better everyday life in a new, warm, safe and welcoming environment.



Since the launch of the *Stations of Joy* program in 2013,

91 schools

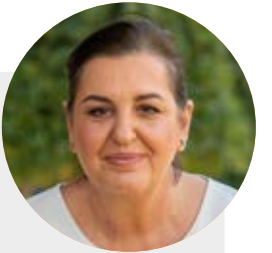
have been equipped
for more than

4,000 children

"At IKEA, we view our role in society as much broader than our business operations. We are committed to making meaningful contributions to everyday life through social initiatives, community support and programs that build a better future. Giving back is an integral part of who we are".

Natasa Christofi

Marketing Manager, House Market (IKEA), Greece



Make-A-Wish Ελλάδας²

IKEA supports Make-a-Wish Greece organization, contributing to granting the wishes of children diagnosed with critical illnesses. According to research, children regain physical and emotional strength when a wish is fulfilled. This power helps them confront their illness.

In this context, in 2024, IKEA proceeded with the donation of materials and furniture from its stores, to grant the wishes of 33 children, who wished to acquire their dream room.

IKEA and Foulis group's goal is to create, through their activities and actions, the conditions for a better everyday life for children. In this context, in 2024 they will continue to support "Make-a-Wish Greece" as they share the same belief, that we should never stop trying for children.



Since the beginning of the cooperation between IKEA and Make-A-Wish, a total of

193 children's rooms

have been equipped



Actions to support society



Greece

Safe Houses of the Hellenic Police

IKEA, in collaboration with the Ministry of Citizen Protection, proceeded to the donation of household products worth €40,900 for the equipment and configuration of the Safe Houses of the Hellenic Police.

Safe Houses are specially designed spaces for the short-term safe accommodation of female victims of domestic violence.

€40,900

the donation of household equipment for this cause

WWF³

IKEA continued to support the WWF Hellas program for dealing with the effects of forest fires, with emphasis on Evia, which started in 2021. WWF Hellas has undertaken the obligation to include in its actions the organization ANIMA for the rescue and care of wild animals in Evia and other fire-affected areas.

IKEA offers to WWF Hellas the 10% of each sale of rechargeable batteries and chargers for 3 years (starting from September 2021)

€123,498

has been allocated for this purpose, since the beginning of the program and until the end of 2024

³ The group's support to the organization WWF is long-term and is not limited to the reference period of the Report.

Meals' Donation⁴

Since 2012, IKEA and Fourlis group have been cooperating with Boroume, the Non-Profit Organization whose mission is the reduction of food waste and to fight malnutrition in Greece.

In the context of this cooperation, in 2024 IKEA continued the donation of meals not consumed at its stores' restaurants in Greece, to people in need.



In 2024, more than

40,750 meal portions

were offered, while since 2012, more than 780,00 meal portions have been offered.

⁴ The collaboration with the Non-Profit Organization BOROUME and the Meal Donation initiative are long-term and are not limited to the reporting period of the Report



The meals were offered to the following organizations:

- RETO Hellas Association (Attica)
- Municipality of Egaleo Social Grocery (Attica)
- Community House "Ariadne" (Attica)
- Parish breadline of Estavromenos Church in Tavros (Attica)
- Western Athens Citizens' Movement (Attica)
- "Piraeus Solidarity for All" Organization (Attica)
- Psarapteio Foundation (Attica)
- Municipality of Thessaloniki Social Service Department
- Trion Ierarchon Church of Evosmos (Thessaloniki)
- Refuge of Love and Support (Thessaloniki)
- Agios Georgios Church (Larissa)
- Metropolitan Cathedral of Larissa
- Metropolitan Cathedral of Ioannina
- Church of Assumption of Holy Mary of Perivleptos (Ioannina)

Actions to support society



Cyprus

Stations of Joy⁵

Since 2017, IKEA Cyprus, part of Fourlis group, has been implementing the *Stations of Joy* program within the framework of the group's overall Corporate Social Responsibility program, fully equipping municipal community kindergartens in various areas of Cyprus.

In 2024, IKEA Cyprus proceeded with the complete equipping of 3 schools in the areas of Geri in Nicosia, Athienou in Larnaca and Anafotida in Larcana, where approximately 100 children are accommodated.

IKEA offers all the necessary, suitable and safe equipment for children and teachers, while IKEA decorators undertake the configuration and decoration of the spaces so that children and school employees can enjoy a better everyday life in a new, warm, safe and welcoming environment.

Since 2017, IKEA Cyprus has equipped

19 community kindergartens

for more than

500 children

Meals Donation⁶

IKEA Cyprus proceeded with the offer of meals that are not sold in the restaurant of the IKEA store in Nicosia, to vulnerable social groups. Through this action, in 2024 IKEA Cyprus offered more than 5,300 portions of food to the Pancyprian Association of Single Parent Families & Friends.

Since the launch of the meal donation action in 2022, IKEA Nicosia has offered more than

15,450
portions of food



"At IKEA Cyprus, we aim to make a meaningful social impact through our presence. By engaging in targeted initiatives and partnerships that support vulnerable groups, we strengthen social cohesion and build lasting trust with local communities. Social contribution is embedded in how we define our role".

Sofia Vorka
Marketing Manager
IKEA Cyprus

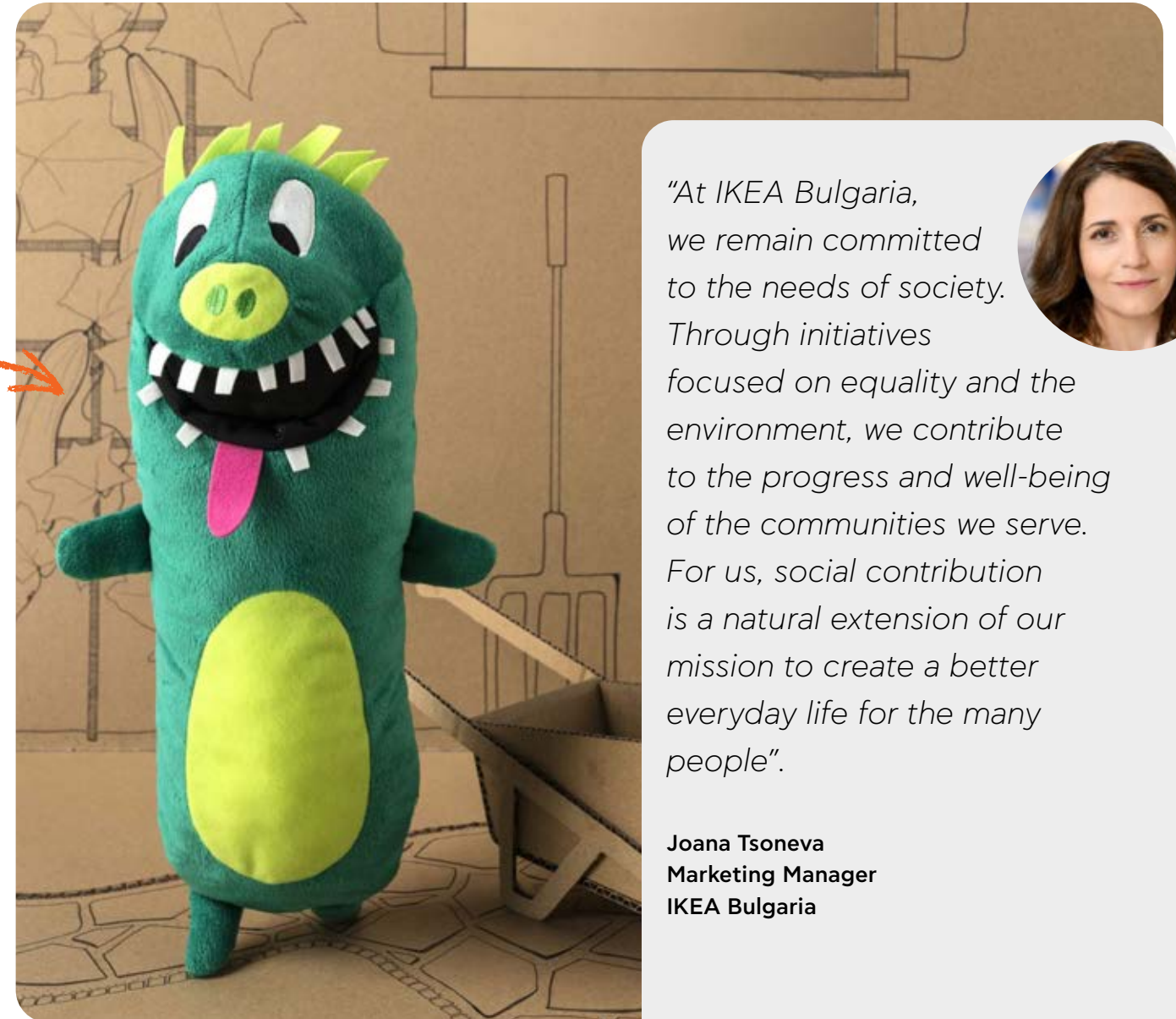
Actions to support society



Bulgaria

IKEA Bulgaria:

- Continued its cooperation with UNICEF (since 2019) to support the Steps Together program. The aim of the program is the creation of a safe school environment and the prevention and reduction of incidents of bullying and violence. In this context, IKEA **supported UNICEF's initiatives for early childhood education** as well as for raising awareness among employees, customers and the general public about the **issue of bullying in schools**, on the occasion of the anti-bullying day (Pink Shirt Day).
- Organized, in collaboration with UNICEF, the **4th children's painting competition**. The competition is implemented in the framework of the global campaign *Let's play for change*, which aims to support the right of every child to play. The work, which was distinguished among approximately 300 entries, was transformed into an IKEA soft toy.
- Proceeded with the **provision of equipment and the creation of a study hub** for students in Sofia.
- Provided equipment and undertook the **design and configuration of the spaces of the Asen Zlatarov 1940 community center** in Burgas, a place where people of different generations, social and ethnic groups can visit to spend their time creatively.
- Participated, in cooperation with the 48 Hours Varusha South organization that aims at the regeneration of the city of Veliko Tarnovo, in the **creation of rest areas in various neglected parts of the city**, aiming at their revival.
- **Hosted local producers in the parking lot of the IKEA Sofia store**, whom store visitors could visit completely free of charge during all year's weekends.



"At IKEA Bulgaria, we remain committed to the needs of society. Through initiatives focused on equality and the environment, we contribute to the progress and well-being of the communities we serve. For us, social contribution is a natural extension of our mission to create a better everyday life for the many people".



Joana Tsoneva
Marketing Manager
IKEA Bulgaria

Actions to support society



Support of vulnerable social groups

INTERSPORT proceeded to a collaboration with the organizations *Mazi gia to Paidi*, *Ethelodes tou Cosmou* and *Mission Anthropolos* and donated sports equipment such as pairs of shoes, clothing and accessories, to meet the needs of vulnerable social groups.

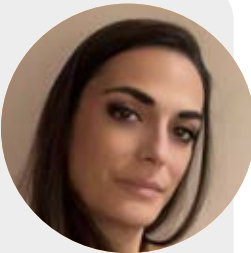


A goal against poverty

INTERSPORT supported the national homeless team and the *A goal against poverty* tournament, which the street magazine Shedia held at Syntagma Square in Athens.



"Sports are a global force for connection, empowerment and social cohesion. At INTERSPORT, we work to harness this power by investing in initiatives that increase access to physical activity and promote healthier lifestyles for all. With consistency and vision, we aim to build a more active and thriving society".



Stavroula Kakkava
Head of Ecom & Communications, INTERSPORT, Greece

Emergency response



Completion of the household and professional equipment donation program announced by IKEA after Daniel storm that hit areas of Thessaly.

IKEA stood by the residents of the area from the very beginning, offering mattresses and linens to meet immediate needs in the areas of Karditsa, Farsala and Trikala.

In addition, it proceeded, in collaboration with InterIKEA, to a full donation of household equipment to 160 households in the village of Vlochos, located in the Municipality of Palamas which was completely destroyed by the floods. In addition, a discount plan was created to support individuals and businesses in the area, with the aim of immediately repairing the damage and returning to normality as smoothly and quickly as possible.



€1,000,000

The total donation in products and provision of discounts

Actions for culture



Association DIAZOMA

Fourlis Holdings S.A. is a corporate member of Diazoma Association, which aims to connect and motivate all forces of the Greek society (citizens, mayors, regional governors, universities, cultural institutions) for the promotion and universal protection of a special category of monuments, that of the ancient theaters.

More information as well as the results of the association's actions, are available at <https://diazoma.gr/en/>.



The Society for the Revival of the Nemean Games

Fourlis Holdings S.A. supports the *Society for the Revival of the Nemean Games*, which has two basic principles: The games should be as authentic, as true to historic precedent as possible and they should be for the participation of everyone. Their purpose is not to provide entertainment for spectators - although that would be a corollary result - but an opportunity for anyone and everyone to become an ancient Greek athlete, even for just ten minutes.

More information as well as the results of the Society's actions, are available at <https://nemeangames.org/en/home-english/>



Elliniki Etairia - Society for the Environment & Cultural Heritage

Fourlis Holdings S.A. supports the Elliniki Etairia - Society for the Environment and Cultural Heritage (ELLET). The Elliniki Etairia - Society for the Environment and Cultural Heritage, as its name suggests, has been actively fighting for the preservation of the environmental and cultural heritage of Greece since 1972. For the preservation of the environment, due to the complex ecological and environmental crisis that the world is experiencing. For the preservation of culture, because on the one hand, the causes of the environmental crisis are cultural while on the other, the monuments created by traditional societies are usually admirable themselves, often embodying an attitude to life which has much to offer in relation to today's environmental

concerns. For this reason, ELLET has from its inception been concerned not only with traditional but also with contemporary culture, especially where this has something positive to contribute to dealing with the complex environmental crisis of our time.

Recognizing the criticality and importance of climate change, ELLET dedicated its know-how to the preparation of a comprehensive and feasible proposal that will contribute significantly to the creation of a National Observatory for climate change and Greece's compliance with the relevant directives of the European Union.

For more information and the results of the actions of ELLINIKI ETAIRIA - Society for the Environment & Cultural Heritage, you can visit the websites <https://www.adaptivegreece.gr/en-us/> and <https://www.adaptivegreece.gr/en-us/>



Volunteering

The *Volunteer Day* is annually implemented for employees, within the framework of the group's Sustainable Development and Corporate Social Responsibility program. The volunteer actions for 2024 were mostly chosen by employees and were implemented in all the countries where the group operates.

20 volunteering actions | >800 volunteers

Some of the most important actions implemented in 2024 are the following:

Voluntary Blood Donation

A voluntary blood donation action, which is organized twice a year by Fourlis group Sustainable Development and Corporate Social Responsibility Division, was organized at the group's companies' facilities.



351 blood bottles

were collected, in 2024, in Greece and Cyprus

Fingerprints

A volunteering action called *Fingerprints* took place at the Vorres Museum, in Paiania, in collaboration with the Association for *Social Responsibility for Children and Youth* (S.K.E.P.).

As part of the action, employees and their families had the opportunity to collaborate with people with disabilities and paint, play games and Bocce, listen to inspiring speeches and create memories and moments with impact.



Other actions with people with disabilities

Employees of the IKEA Ioannina store visited the Neomartys Georgios Social Welfare Foundation and decorated, together with adults with disabilities, their Easter candles. The employees visited the Foundation again on the occasion of the Christmas holidays and offered sweets, while they decorated the Christmas tree with children and adults with disabilities.

Make A Wish - Our Bazaraki 2024

Group employees in Attica voluntarily participated in the preparation of "Our Bazaraki" event, implemented by the Make-A-Wish organization for a 2nd consecutive year, with the aim of raising money to fulfill the wishes of children suffering from very serious illnesses.

Volunteering

Cleaning and upgrading of public spaces

IKEA Larissa store employees participated in the cleaning of a botanical garden as well as in the renewal of the colors of the wall of the Municipal Library in the Rapsani area of Larissa, in collaboration with the Municipality of Larissa.



Alma Zois



A team of 70 group employees participated, for yet another year, in the *Greece Race for the Cure* race, which took place in October 2024 in Attica, at the Zappeion Megaron. The Greece Race for the Cure race is organized annually by the Panhellenic Association of Women with Breast Cancer Alma Zois (www.almazois.gr), which, with its net proceeds from the event, provides the programs it implements free of charge.

Visit to a Pediatric Clinic

On the occasion of Christmas holidays, IKEA Larissa store employees visited the Pediatric Clinic of the University Hospital of Larissa and offered wishes and gifts to the children.

Donation of food and other necessities

On the occasion of Christmas holidays, employees from all group companies in all the countries of operation collected, as every year, food and other items such as clothing and toys, which were offered to numerous institutions and organizations to support vulnerable social groups.



Volunteering

Love meals

In December IKEA Thessaloniki organized a social action, in collaboration with the Higher Vocational Training School of Cooking and Pastry La Chef Levi and the Non-Profit Organization Boroume, aiming at the nutritional support of the Faros tou Kosmou Center, the Homeless Dormitory of the Municipality of Thessaloniki and the Albatros Solidarity Volunteer Association.

>200 meals were cooked for a good cause by the store employees and the students of the La Chef Levi School of Cooking and Pastry



Volunteer actions in Bulgaria

Employees of the:

- IKEA Varna store created handmade Martenitsa bracelets together with children with disabilities from the Karim Dom Center for Social Rehabilitation and Integration of Children with Disabilities. IKEA then purchased and distributed them to all employees, thus **strengthening the center's work**.
- IKEA Veliko Tarnovo store created Martenitsa bracelets in collaboration with **children with disabilities hosted in a local center**.
- IKEA Plovdiv store participated in a **cleaning campaign in the Lauta public park**.
- IKEA Varna store visited the Children's Medical and Social Care Home, where they **cleaned the premises and planted flowers in the facility's garden**, creating a neat and beautiful environment for the children.
- IKEA Sofia Mall store organized an Easter lunch during

which they **raised money to buy toys** for children hospitalized at the Zlatograd Pediatric Clinic on the occasion International Children's Day, on June 1st.

- IKEA Burgas employees visited the Asen Zlatarov 1940 Center and **participated in assembling furniture and decorating the space**, creating a pleasant environment for children.
- IKEA Sofia store **visited the Longevity nursing home for two days**, where they planted flowers in the garden and undertook the upgrading of the outdoor areas.
- IKEA Sofia and IKEA Varna stores **collected warm clothes**, which they distributed to Homeless Shelters.
- IKEA Sofia store participated in a **charity lunch**, preparing meals that everyone could enjoy at a symbolic price. The money raised was used to buy toys for children hospitalized in the Zlatograd hospital.

Fourlis Group will continue to organize actions aimed at promoting volunteering, strengthening the culture of employee awareness about the importance of supporting fellow human beings and protecting the environment, as well as empowering relations between them.

For the customers/visitors at the group's stores/facilities

Ensuring the health, safety and accessibility of customers and visitors

The group seeks to meet and exceed its customers' expectations, offering quality and affordable products as well as innovative, high-quality services.

Products

The Group manages the health and safety topic through the compliance of the products traded by its subsidiaries, in all countries of its activity, ensuring cooperation with suppliers and franchisors that meet European and national quality and safety laws and regulations for the products it sells (the above also include food available at IKEA stores' restaurants).





IKEA provides a multiannual product guarantee, which in some cases reaches 25 years, while a product withdrawal policy is followed and applied. IKEA products have special labeling and signs informing consumers on details related to product manufacturing and origin, their environmentally friendly characteristics, dimensions, product life cycle and whether a product must be used only by adults. At the same time, IKEA monitors product returns and if an increased number of returns of an item is observed (due to a defect), specific procedures, that have been defined worldwide by IKEA, are followed for the information of all interested parties.

More information regarding the current recalls is available on the company's website [Product Recall | IKEA Greece](#).

In addition, a Food Safety System, according to the international standard ISO 22000, is implemented in all IKEA stores' restaurants in Greece and Cyprus. For the stores in Bulgaria the recertification process has begun and is expected to be completed in 2025.

Holland&Barrett

The products that Holland & Barrett markets primarily concern the health and well-being of consumers. For this reason, all the provisions of the National Medicines Organization (EOF) and the Unified Food Control Body (EFET) are followed, ensuring the safety and health of consumers. All products have the necessary labeling and information regarding their use and consumption and in the event of any problem, the company immediately proceeds to withdraw the products and inform consumers.



INTERSPORT's and Foot Locker's policy focuses on the inclusion of terms in their contracts with suppliers, which stipulate the compliance with all applicable regulations and laws, regarding the products that they source from them. The Commercial Division of INTERSPORT and Foot Locker, which is also responsible for product compliance, ensures that market provisions as well as the European Union CE labeling are followed. The products have specific labeling and signs in order to provide information and advice to consumers regarding their use, as well as information about their manufacturing etc.

In cases of defective products, INTERSPORT and Foot Locker immediately proceed to their withdrawal and replacement and initiate all the necessary procedures in order to inform all the pertinent institutions, such as the Ministry of Development and Investments, consumers' associations and consumers in general, via a specific press release.

More information regarding current INTERSPORT product recalls is also available on the company's website [Product Recall section E-SHOP | INTERSPORT](#)

In 2024 

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incidents of non-compliance with legislation and/or voluntary codes on Health and Safety impact issues

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incidents of non-compliance, regarding the provision of information and the labeling of products and services

Stores/Facilities

Placing particular emphasis on prevention, Foullis group complies with the current legislation and applies a Health and Safety Policy (included in the Internal Labor Regulations of its companies) for all group's subsidiaries, across all countries of operation.

The Policy includes a wide range of relevant procedures, measures and initiatives, regarding the safe stay of visitors, customers, partners and employees in the group's facilities. Any variations of the relevant procedures, by country or region, depend on the size of the facilities as well as on the existing national legislation of the group companies' country of activity. In this context, some of the practices applied at Foullis group are the following:

Cooperation with an external service provider on accident protection and prevention.

Written occupational risk assessment, according to existing methodology and legislation.

Measures taken for reducing "emergency pick" incidents, in order to prevent accidents at the IKEA stores.

Infirmarys equipped with medical beds and automatic external defibrillators in all the IKEA stores, as well as in the Trade Logistics S.A. distribution center and at Foullis group headquarters.

Provision of wheelchairs at IKEA stores' entrance, as well as of accessible lavatories and parking spaces, aiming to provide safe accommodation and transportation for people with disabilities.

In 2024

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fatal accidents and/or serious accidents involving customers, visitors and partners in the group's stores/facilities

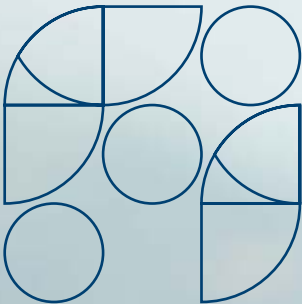


In order to ensure the adherence to the Health and Safety Policy, regular audits are carried out by safety technicians in all the facilities of Foullis group.

Furthermore, all health and safety incidents occurring within the group's facilities and stores are reported. At the same time, in the context of the Policy, a Safety Report is compiled for each store, as well as a consolidated one for all of them.

The report includes information not only on the number and type of incidents, but also on the way they were addressed. Through these reports the group is able to receive useful information regarding the effectiveness of its policies so as to proceed to the improvement of the applied practices, where needed.

In 2024, 5 internal audits on health and safety issues were also carried out by the group's Internal Audit Department.



Governance



Business Conduct

Ensuring sustainable corporate governance, business ethics promotion and regulatory compliance at a rapidly evolving regulatory and business environment (of International, European, National scope), is a critical pillar of the group's operation, as it concerns the entire range of its activities.



"Business ethics is a prerequisite for sustainability, resilience and long-term success. At Fournalis group, we are guided by the principles of transparency, accountability and responsibility towards our stakeholders. Our commitment to operating within an ethical framework strengthens our reputation and credibility, embedding our values deeply within the DNA of our group".

Maria Theodoulidou

**Procurement & Corporate Governance Director & Company Secretary,
member of the Executive Committee Fournalis group**

The Board of Directors of Fournalis group is responsible for setting the long-term strategic direction of the company, ensuring its alignment with corporate values and overseeing the implementation of internal control mechanisms that promote ethical business practice.

The group has set up the following Board of Directors committees and units for strengthening its Governance system:

- Audit Committee
- Nomination and Remuneration Committee
- Sustainability Committee
- Digital Transformation Committee
- Internal Audit Unit
- Regulatory Compliance Unit
- Risk Management Unit
- Information Security Unit



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**confirmed incidents of corruption
or bribery in 2024**

Within the framework of the implementation of the Corporate Governance System, which also includes the Internal Audit System, the group implements policies, procedures, regulations and codes (available at www.fournalis.gr), in order to reduce the likelihood of incidents of corruption, bribery and fraud, to address any conflicts of interest and to ensure them in the best possible way.

Indicatively, we mention the following:

- Corporate Governance Code
- Code of Conduct, including the Code of Conduct Line/Whistleblowing System
- Supplier Code of Conduct
- Policy and Procedure for the Prevention, Detection and Management of Conflicts of Interest
- Board of Directors' Suitability Policy
- Board of Directors' Remuneration Policy and Report
- Equal Opportunities and Diversity Policy
- Charter of Operations
- Board of Directors' Charter of Operations
- Policy to prevent and combat money laundering and terrorism financing
- Partner due diligence procedure
- Compliance procedure regarding transactions with related parties
- Internal Control System Evaluation procedure
- Corporate Governance System Evaluation procedure
- Fraud, corruption or bribery incident management procedure

More information is available at Fournalis group *Corporate Government Statement*, at the *Annual Financial Report 2024*, published at www.fournalis.gr

Data Privacy

Fourlis group complies with international and national data protection standards, implements clear information security policies and integrates data security issues into its Corporate Governance structure, ensuring appropriate oversight at a Board of Directors level.

The group maintains a Personal Data Protection Policy and complies with the General Data Protection Regulation (GDPR, Regulation (EU) 2016/679), which has been incorporated into the Greek legislation through Law 4624/2019. The Fourlis group Data Protection Policy outlines the measures to protect personal data, ensuring that only authorised persons have access to it and that enhanced security measures are implemented to prevent unauthorised access or modification.

In addition, the group's Information Security Policy includes:

- Information Security Management Framework
- Access Control Policy
- Cryptography Policy
- Physical & Environmental Security Policy
- Information Security Incident Management Policy
- Business Continuity Policy

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major incidents of loss of personal data across all Fourlis group operations and subsidiaries in 2024



Related information

Reporting Period

This Report of Fourlis group presents indicative information on the management and performance of Sustainable Development and Corporate Social Responsibility of the group for the period January 1, 2024 to December 31, 2024 and is addressed to all stakeholders of Fourlis group and to all those interested in the approach, management and performance of the group on issues related to its contribution to Sustainable Development.

The detailed annual Sustainability Report of Fourlis group for the financial year 2024 is available in the Annual Financial Report on the website of Fourlis group www.fourlis.gr. The detailed Report covers the entire Group, including the parent company Fourlis Holdings S.A. and its subsidiaries and has been prepared in accordance with the reporting requirements of the EU’s Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). It also incorporates metrics of the Athens Stock Exchange ESG Reporting Guide (2024) and the GRI Standards 2021 for sustainable development reporting.

The listed Fourlis Holdings S.A. participates in the ATHEX ESG index of the Athens Stock Exchange.

Contact

For any issue regarding the Report, as well as for issues of Sustainable Development and Corporate Social Responsibility of Fourlis group, please contact: Ms. Lyda Fourlis, Sustainable Development and Corporate Social Responsibility Director.

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www.fourlis.gr | 

