

PRESS RELEASE

Fourlis Group – Sustainable Development and Social Responsibility 2024 Report: Actively supporting our people, society, and the environment

Athens – April 24, 2025 – With a strong sense of responsibility toward its people, society, and the environment, Fourlis group successfully completed its 2024 Sustainability & Corporate Social Responsibility (CSR) program. Through initiatives and actions across all countries where it operates – Greece, Cyprus, Bulgaria, and Romania – the group continues to demonstrate its commitment to creating the conditions for a better and more sustainable present and future.

More specifically, Fourlis group continued implementing the “EV ZIN” program, promoting the health and well-being of its people. Launched by the Sustainability & CSR Department in 2010, the “EV ZIN” program aims to inform employees on health and wellness issues and motivate them to adopt a healthier lifestyle. In 2024, the group continued offering a 24/7/365 free counseling and psychological support line for employees and their families, as well as free sessions with psychologists in Greece and Cyprus, mental health first aid seminars, and nutrition programs. The group also successfully organized wellness initiatives for employees, including therapeutic massage sessions, mindfulness sessions, and body composition analysis. Additionally, free online Pilates classes were offered, and employees took part in numerous sporting events, such as “Race for the Cure,” the International Alexander the Great Marathon in Thessaloniki, and the Lake Ioannina Run.

The group also continued its scholarship program “Studying with a Scholarship,” awarding a total of 9 scholarships to students and children of employees, valued at €27,000 across Greece, Cyprus, Bulgaria, and Romania. Moreover, the “Ilias Fourlis” scholarship provided €5,000 to an outstanding first-year student at a public university in Greece.

Volunteering remained a key pillar of the group’s CSR activities, with over 820 volunteers participating in 20 initiatives across all operating countries. Activities included blood donations, food drives, beach and public space cleanups, and joint actions with people with disabilities. These efforts supported vulnerable social groups, contributed to social cohesion and environmental protection, and raised awareness among employees and their families.

In the area of Diversity and Inclusion, all group companies across all operating countries officially signed the Diversity Charter. Numerous initiatives to empower women were also

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implemented, including the annual 6-month Mentoring Program, through which 25 women in Greece gained valuable tools for their empowerment and further career advancement.

The group companies continued their impactful work in supporting society. IKEA, in collaboration with Make-A-Wish, donated products worth €15,000 to fulfill 33 children's wishes, continued the "Stations of Joy" program by fully equipping 3 new nurseries and preschools in Greece and 3 community kindergartens in Cyprus for over 360 children, and provided equipment worth €40,900 to support the Greek Police's Safe Houses—facilities for the short-term shelter of women victims of violence and their children. Additionally, IKEA restaurants donated over 40,700 food meals in Greece and 5,300 in Cyprus to charitable organizations. In Bulgaria, IKEA continued its collaboration with UNICEF to support vulnerable social groups, especially children.

The group also provided crucial emergency relief, notably completing the donation of equipment worth €1 million in 2024 to support flood victims in Thessaly through IKEA.

INTERSPORT actively supported the "Goal Against Poverty" football tournament organized by *Shedia* magazine, held in Syntagma Square, and donated significant amounts of sports equipment to organizations supporting vulnerable communities.

In 2024, aligned with its Diversity and Inclusion strategy—particularly regarding People with Disabilities—the group conducted accessibility audits at all IKEA stores in Attica and the INTERSPORT store at River West in collaboration with the Association of Social Responsibility for Children and Youth (SKEP). The goal was to identify and improve areas related to accessibility for individuals with mobility, visual, and hearing disabilities.

A significant number of environmental and climate action initiatives were also carried out. Greenhouse gas emissions (Scope 1 & 2) continued to be measured for the group's operations in Greece, with the development of a plan and setting of reduction targets underway. Energy-saving solutions were implemented, such as the installation of a new net metering photovoltaic system at Trade Logistics. The group also carried out recycling and waste reduction initiatives, including IKEA's Waste Watchers program to minimize food waste in its restaurants. INTERSPORT continued its shoe recycling initiative, collecting and recycling over 11.2 tons of footwear across Greece, Cyprus, Bulgaria, and Romania, and offering discounts to participants purchasing new sports shoes.

Fourlis group remains committed to acting in line with its vision for a better and sustainable present and future, centered on people, society, and our planet. The group continues to promote the values of social responsibility and responsible business practices, creating value for all stakeholders.