

Press Release

Sustainable Development and Corporate Social Responsibility Report 2024

Environmental footprint and social responsibility at the forefront.

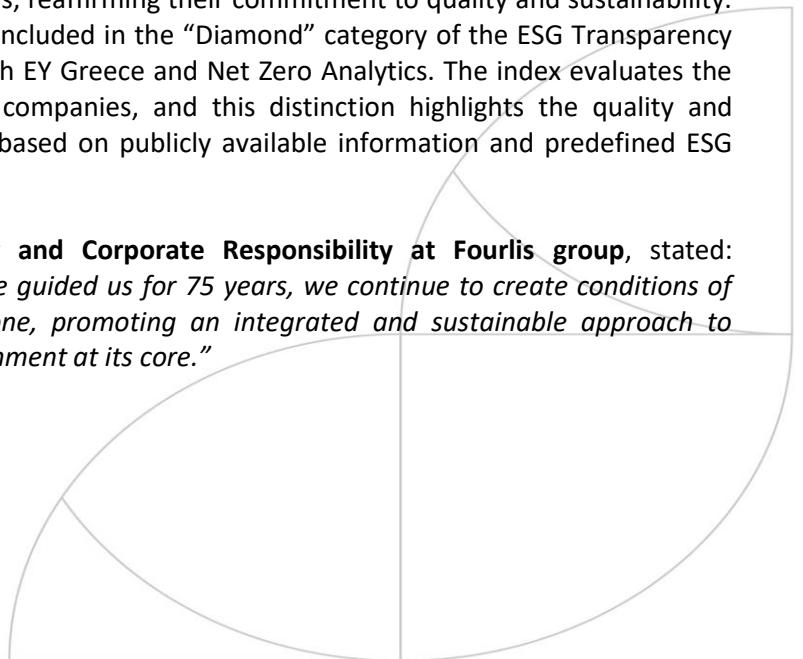
Athens – September 15, 2025 – Fourlis group has published, for the 16th consecutive year, its **Sustainable Development and Corporate Social Responsibility Report** for 2024, clearly reflecting the group's steadfast commitment and multifaceted initiatives in sustainability. These initiatives focus on supporting society, protecting the environment, and cultivating and developing its people across all countries where the group operates.

In the sector of **environmental protection and contribution to addressing climate change**, the group achieved significant progress in 2024 compared to 2023. Specifically, it reduced direct greenhouse gas emissions (Scope 1) t CO₂e by 12% in Greece, while also reducing indirect emissions (Scope 2, market-based) t CO₂e by 1.3%. Total electricity generation from renewable energy sources in Greece and Cyprus reached 964.62 MWh, while a **new photovoltaic system was also installed at Trade Logistics**, a Fourlis group subsidiary.

Investing in people remains a top priority for Fourlis group. With a workforce of more than 4,400 employees across four countries, **the group stands out for women's participation, who represent 56% of total employees**. In Greece, **45% of managerial and supervisory positions are held by women**, while the promotion of equality and diversity continues through targeted initiatives and women's empowerment programs. In 2024, eight programs promoting health and well-being were implemented, while the group also continued its two scholarship programs for employees' children, with a total value of €32,000. Specifically, the group awarded 6 scholarships in Greece, 1 in Cyprus, 2 in Bulgaria, and 1 in Romania. In addition, employees actively participated in **20 corporate volunteering initiatives, with more than 820 total participations**. **The group's annual contribution to society exceeded €520,000**, collaborating with more than 80 organizations to implement these initiatives. In 2024, the donation program of home and business equipment announced by **IKEA**, following **storm Daniel** that affected Thessaly, was also completed. The total contribution in donated items and discounts reached **€1,000,000**.

Fourlis group received **significant distinctions** in 2024, including being named among the **50 most sustainable companies in Greece** by the QualityNet Foundation. At the same time, the group was honored for its efforts in **Diversity and Inclusion at the Bravo Sustainability Dialogue & Awards**. Furthermore, its companies received dozens of awards in Greece and Cyprus, reaffirming their commitment to quality and sustainability. It is worth noting that the group was recently included in the "Diamond" category of the ESG Transparency Index, published by Forbes in collaboration with EY Greece and Net Zero Analytics. The index evaluates the transparency level of the 100 largest Greek companies, and this distinction highlights the quality and completeness of the group's ESG disclosures, based on publicly available information and predefined ESG reporting criteria.

Ms. Lyda Fourlis, Director of Sustainability and Corporate Responsibility at Fourlis group, stated: *"With absolute respect for the values that have guided us for 75 years, we continue to create conditions of prosperity and high quality of life for everyone, promoting an integrated and sustainable approach to development that places people and the environment at its core."*





The full Sustainable Development and Corporate Social Responsibility Report for 2024 is available on the Fournalis group [website](#), in both Greek and English, offering a comprehensive overview of the group's strategy and achievements across all areas.

About Fournalis group

Boasting a rich history of 75 years, Fournalis group is a leader in the retail sector in Greece and Southeastern Europe. Headquartered in Athens, the group is already active in Greece, Romania, Bulgaria and Cyprus, while it will gradually develop its network in Slovenia, Croatia, Bosnia & Herzegovina and Montenegro, bringing the total number of countries to 8. The group's brands are leading omnichannel retail companies in Home Furnishings (IKEA franchise), Sportswear (INTERSPORT and Foot Locker licenses), and Health & Wellness (HOLLAND & BARRETT franchise). The group also has a presence in the logistics sector through its subsidiary Trade Logistics and maintains a participation in TRADE ESTATES real estate investment company. For Fournalis group, the values of respect, integrity and efficiency are at the core of every action. By placing people at the centre of attention, the group offers modern, high-quality solutions, tailored to the needs of consumers, cultivating a culture that encourages innovation and collaboration.

Information

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