

PRESS RELEASE

Sustainable Development and Corporate Social Responsibility Report 2023

Guided by our values, we promote sustainable development and social responsibility.

Athens – December 16, 2024 – Fourlis group has published, for the 15th consecutive year, the Sustainable Development and Corporate Social Responsibility Report, for the financial year 2023. The year 2023 was marked by significant initiatives and achievements for the group, reflecting its dedication and commitment to a growth strategy that incorporates the principles of sustainable development.

The group remains committed to supporting the communities in which it operates. In 2023, it allocated over €550,000 to social actions, most of which were aimed at supporting vulnerable social groups, especially children, and those affected by natural disasters. With the active participation of more than 100 employees, 11 corporate volunteer actions were also carried out to support society and protect the environment.

In the field of environmental protection, initiatives were taken to reduce the environmental footprint, achieving a reduction in direct greenhouse gas emissions (Scope 1) t CO2e by 25.72% and indirect greenhouse gas emissions (Scope 2) t CO2e by 0.59%, compared to 2022. Additionally, electricity production from photovoltaic systems amounted to 1,855.8 MWh.

The people of Fourlis group are the core of its success. In 2023, the group focused on the training and development of employees, with the average in-person training for women increasing by 26.58%, and for men by 4.59%. It also focused on their health and well-being through the "EF ZIN" (Well Being) program, with actions extending to health and prevention, mental health, sports, and nutrition. Special emphasis continued to be placed on Diversity and Inclusion with relevant educational programs and women's empowerment actions.

Ms. Lyda Fourlis, Director of Sustainability and Corporate Responsibility, stated: "For 75 years, Fourlis group has remained true to its values, which guide every action and decision, shaping its vision to create conditions of prosperity for all, and making a joyful and sustainable life full of satisfaction a reality for every person and society. With strong foundations, rich corporate values, people at its core, and consumers as its priorities, the group remains integral, effective, transparent, ethical, and sincere in its relationships, with the ultimate goal of creating value for all."

The Report presents summary information on the management and performance of the group's Sustainable Development and Corporate Social Responsibility for the period 1/1/2023-31/12/2023 and is addressed to all stakeholders of Fourlis group and all those who wish to be informed about its approach and performance on these issues. The detailed Sustainable Development and Corporate Social Responsibility Report for the

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financial year 2023 is available in the Management Report of the Board of Directors on the website www.fourlis.gr.

The responsibility for creating the Report was held by the Sustainability and Corporate Responsibility Department of Fourlis group. The design of the document was undertaken by The Nomad Design Tribe.

The Report is available in Greek and English here.

About Fourlis group

Headquartered in Athens and boasting a successful history of almost 75 years, Fourlis group is a dynamic force in the retail sector in Southeast Europe. Our group comprises leading omnichannel retail companies, dedicated to serving customers across Greece, Romania, Bulgaria and Cyprus with high quality consumer goods. We specialize in Retail Home Furnishings, through our franchise of IKEA stores, Retail Sporting Goods, through our franchise of INTERSPORT stores, and most recently Retail Health & Wellness, through our franchise of HOLLAND & BARRETT stores. Committed to sustainable growth and value creation, Fourlis group has invested into the real estate sector with the establishment of TRADE ESTATES REIC, a company listed in the Athens Stock Exchange specializing in retail parks and omnichannel logistics. Our success is rooted in our unwavering dedication to fostering strong relationships with our employees and suppliers, investing in cutting-edge infrastructure, and prioritizing customer satisfaction to deliver exceptional quality and experiences. As proud members of the United Nations Global Compact since 2008, we remain steadfast in our commitment to responsible business practices.

Information

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