

PRESS RELEASE

Fourlis Group: From commitment to results – 2025 sustainability performance

Athens, September 2, 2026 – Fourlis Group has published its Sustainable Development and Corporate Social Responsibility Report for fiscal year 2025, marking the 17th consecutive year of reporting and presenting specific, measurable data on its progress in areas directly linked to its operations, resilience and long-term growth.

Significant progress was recorded in reducing the Group's environmental footprint. In Greece, direct greenhouse gas emissions (Scope 1) decreased by 15% compared with the 2023 base year, while indirect emissions from energy consumption (Scope 2, market-based) decreased by 39% over the same period.

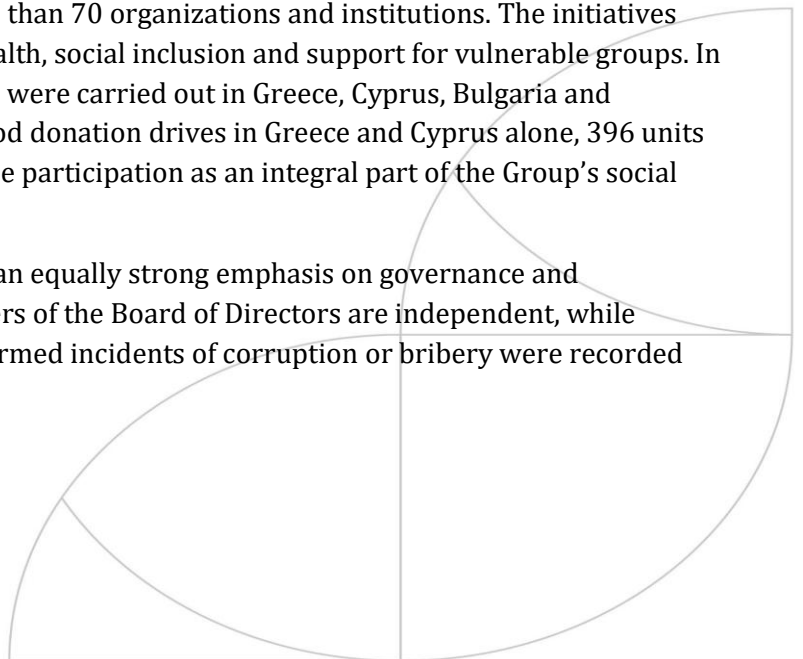
At the same time, in 2025 the Group expanded the measurement of its Scope 1 and Scope 2 carbon footprint to its companies in Cyprus, Bulgaria and Romania, creating a more comprehensive data baseline for the development of its future environmental targets.

Progress was also achieved in resource and waste management. In IKEA store kitchens, systematic initiatives to reduce food waste resulted in 37 tons of food waste being avoided compared with 2021, equivalent to 165 tons of CO₂e and 95,356 meals, with a total value of €209,758. This effort complements a long-standing practice of social contribution: from 2012 through the end of 2025, IKEA donated more than 833,000 meals that had not been consumed in its restaurants to organizations and institutions supporting people in need.

With 4,586 employees across the four countries in which it operates, the Group continued to invest in employee development, equality and the creation of a safe working environment in 2025. Women account for 57% of the Group's total workforce, while in Greece they hold 45% of managerial positions. At the same time, 100% of employees are covered by a health and safety management system, while the Group continued to implement programs focused on training, skills development, health, well-being, diversity and inclusion.

The Group's contribution to society was further strengthened in 2025. The total value of initiatives supporting local communities exceeded €548,000, representing a 5% increase compared with 2024, and was delivered in collaboration with more than 70 organizations and institutions. The initiatives focused, among other areas, on education, health, social inclusion and support for vulnerable groups. In parallel, 12 corporate volunteering initiatives were carried out in Greece, Cyprus, Bulgaria and Romania. Indicatively, through voluntary blood donation drives in Greece and Cyprus alone, 396 units of blood were collected, highlighting employee participation as an integral part of the Group's social contribution.

Progress in sustainability is accompanied by an equally strong emphasis on governance and transparency. Specifically, 56% of the members of the Board of Directors are independent, while women represent 44% of the Board. No confirmed incidents of corruption or bribery were recorded





during the year. In 2025, Fournalis Group also implemented training programs incorporating topics related to the prevention of fraud, corruption and bribery.

Mrs. Lyda Fournalis, Director of Sustainability and Social Responsibility of Fournalis Group, stated: *“For us, the essence of sustainable development lies in the progress we can measure and, above all, continue to build on. Our 2025 performance demonstrates that commitments can be translated into tangible changes in the way we operate: with a smaller environmental footprint, responsible choices and continued investment in our people and the communities around us. The next step is to keep raising the bar, with consistency and measurable targets.”*

The 2025 Sustainable Development and Corporate Social Responsibility Report provides a detailed overview of Fournalis Group performance, commitments and initiatives and is available on the Group’s [corporate website](#).

About Fournalis group

With a history of 75 years, Fournalis Group has a strong presence in the retail sector in Greece and Southeast Europe. With operations in Greece, Romania, Bulgaria, and Cyprus, it has developed a robust and diversified business ecosystem, developing leading international brands and consistently investing in sectors with significant growth potential. The Group operates in Home Furnishings through IKEA, in Sporting Goods through INTERSPORT and Foot Locker, and in Health and Wellness through Holland & Barrett. At the same time, it further strengthens its overall presence through logistics services via its subsidiary Trade Logistics, while also maintaining a participation in TRADE ESTATES REIC, a real estate investment company. Fournalis Group continues to evolve steadily, leveraging its experience, entrepreneurial foundation, and deep understanding of modern consumer needs, creating value for customers, partners, and the society.

Information

Elena Pappa

Investor Relations & Corporate Affairs Director

Tel.: +30 210 6293254

Email: Elena.Pappa@fournalis.gr

FOURLIS HOLDINGS S.A.
25 Ermou Str.
GR 145 64 Kifissia, Athens Greece

+30.210.6293.000
info@fournalis.gr
fournalis.gr

