



At Fourlis group, sustainability is a key pillar of its strategy. The group is committed to operating responsibly and with respect for the environment, the societies in which it operates and its people. Through innovative practices and sustainable initiatives, it aims at reducing its environmental footprint and promoting sustainability in every aspect of its operation. Its aim is to continue dynamically, contributing actively and substantially to the configuration and implementation of the Sustainable Development and Corporate Social Responsibility strategy, as an integral part of its corporate culture.

Since 2008, Fourlis group is a signatory to the United Nations Global Compact and is committed to adopting, supporting and promoting its 10 Principles, through its business activity.

The group informs its stakeholders about the ongoing work in the field of Sustainable Development, by publishing an annual Report in accordance with the European Sustainability Reporting Standards (ESRS).

Sustainable Development Strategy

Sustainable development has been integrated into the group's business strategy. The Sustainable Development and Corporate Social Responsibility Department designs the group's Sustainable Development strategy and implements and monitors its implementation as well as the implementation of relevant policies, procedures, practices and programs and coordinates the group's companies in initiatives and actions in the field of Sustainable Development.

Fourlis group carries out a double materiality analysis, in the context of the continuous improvement of its approach to sustainable development and corporate social responsibility issues. For the issues that arise, it applies a due diligence process that determines the group's assessment on the significant impacts, risks and opportunities. In addition, it designs the sustainability strategy (commitments, targets, actions and programs) in collaboration with representatives of its subsidiaries.

Through its responsible operation, programs and actions, the group also contributes to the achievement of the UN Sustainable Development Goals (SDGs).

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.

For the Environment (E)

Protecting the environment is a priority for Fourlis group. The group operates responsibly, adopts sustainable practices and invests in technologies that reduce its environmental

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footprint. With respect to the environment and to future generations, it promotes sustainability in every aspect of its operation, actively contributing to the protection of the planet.

The group assesses the risks and opportunities related to climate change, a continuous effort to mitigate and adapt to it.

It integrates into its strategy initiatives and actions to reduce its environmental footprint, focusing on proper energy management and reduction of greenhouse gas emissions, saving of natural resources and recycling of material and responsible water consumption.

It offers products that contribute to a sustainable lifestyle.

It raises awareness among employees, customers and the public on environmental protection issues and on the adoption of a sustainable lifestyle.

For all of the above, Fourlis group sets individual sustainable development goals, which it evaluates in terms of their effectiveness on an annual basis and revises them, when and where deemed necessary, aiming to continuous improvement.

For the group's People and the Society (S)

For the group's People

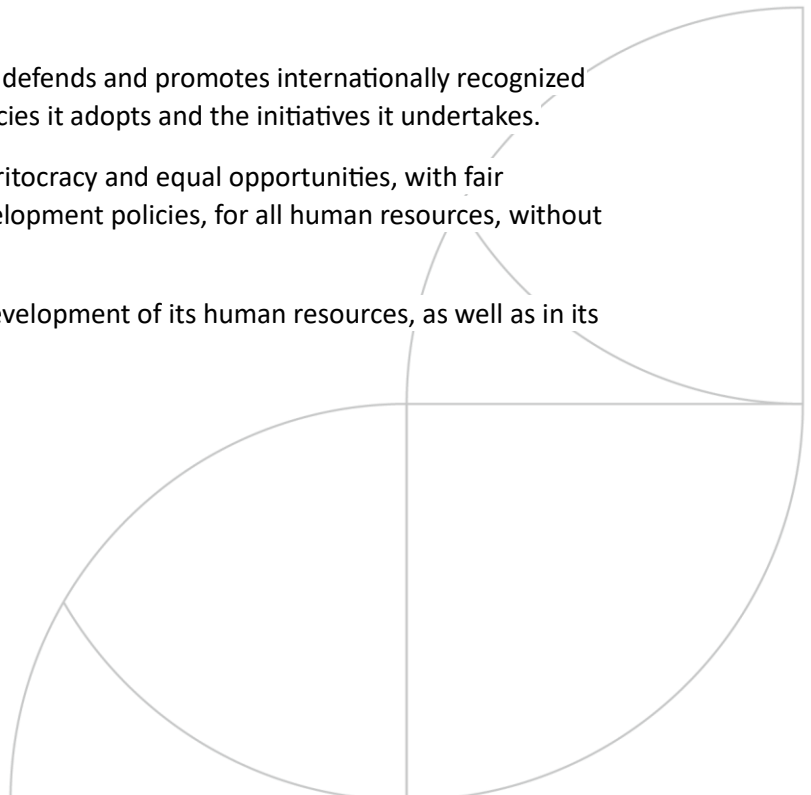
Fourlis group people are its cornerstone and driving force. The group continuously invests in their development and well-being, creating an environment that promotes innovation, collaboration and personal growth. The goal is to create and maintain a culture of respect, inclusion and equal opportunities for all, an environment where everyone feels safe and that they are part of a team in which they can develop both professionally and personally.

The group ensures the creation and preservation of job positions, by developing its activities in Greece and abroad.

It has a Human Rights Policy and respects, defends and promotes internationally recognized human rights through its strategy, the policies it adopts and the initiatives it undertakes.

It offers a work environment based on meritocracy and equal opportunities, with fair recruitment, reward and professional development policies, for all human resources, without any discrimination.

It invests in the continuous training and development of its human resources, as well as in its systematic and merit-based evaluation.





It offers health benefits to employees and personalized support in cases of serious health issues and other emergency needs.

It implements a Health and Safety Policy for all group companies in all countries of operation, providing a healthy and safe working environment.

For the Society

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 at the creation of a better future for all.

The group is constantly informed about the needs of citizens and the societies in which it operates through institutionalized communication and consultation channels.

It evaluates and prioritizes the needs and then plans and implements programs and actions based on the criteria of covering real and significant needs of each local community, the number of beneficiaries as well as the nature of its activities.

It implements social actions that are aligned with the group's respective social responsibility strategy.

It responds to emergency needs (e.g. pandemic, natural disasters), beyond the established programming of the social responsibility plan.

It encourages and promotes employee volunteerism.

In addition, the group offers quality and affordable products. The products marketed by the group's companies meet international quality and safety standards.

It invests in technology and the upgrading of its services, following the rapid changes in consumer habits and the nature of retail, aiming at meeting the growing expectations of consumers and creating a positive experience for the customer.

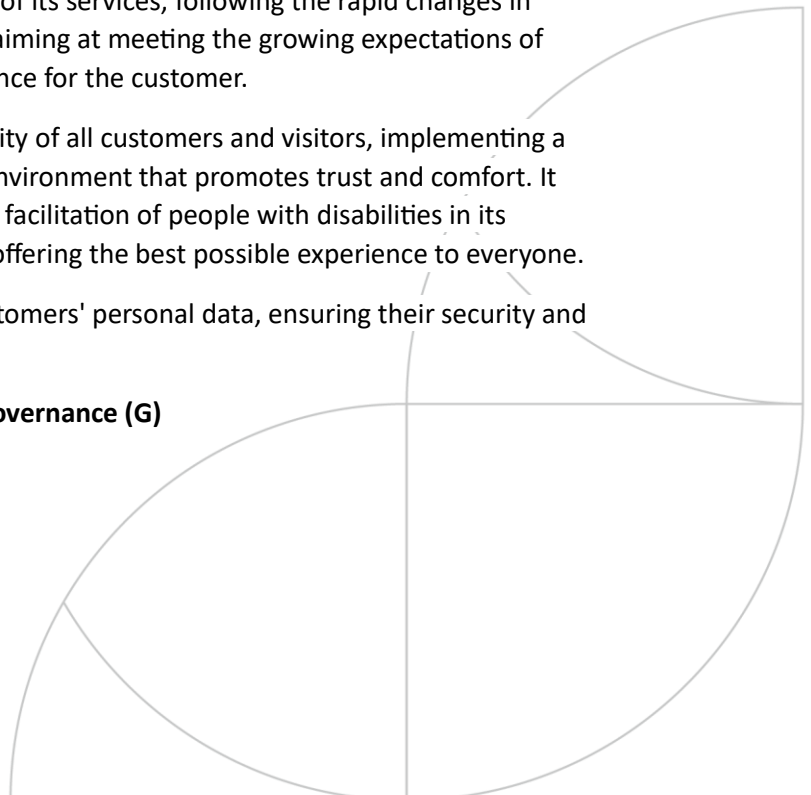
Prioritizes the health, safety and accessibility of all customers and visitors, implementing a Health and Safety Policy and creating an environment that promotes trust and comfort. It ensures the safe stay and mobility and the facilitation of people with disabilities in its facilities. With these principles, it aims at offering the best possible experience to everyone.

It is committed to the protection of its customers' personal data, ensuring their security and privacy.

Economic Development and Corporate Governance (G)

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Fourlis group aims at achieving positive financial results, at continuing its strictly selected investments and at exploiting new investment opportunities.

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

Business ethics are the foundation of Fourlis group's activities.

The group has voluntarily decided to apply the Greek Code of Corporate Governance for listed companies, which has been prepared by the Hellenic Chamber of Commerce and Industry, a body of recognized prestige.

By adopting best corporate governance practices, it aims to increasing investor confidence and to broadening the horizons of attracting investment capital with the ultimate goal of ensuring further value for its shareholders, with transparency and safeguarding their interests.

The Group's Corporate Governance System, in addition to the Sustainability (ESG) Strategy and Policy and the Human Rights Policy, includes a Policy for combating discrimination, violence and harassment at work, Supplier Code of Conduct, Policy for Equal Opportunities and Diversity, Employee Code of Conduct –Code of Conduct Line/Whistleblowing System, Policy and procedure for preventing, identifying and managing conflicts of interest, Policy for conducting transactions with affiliated members, Remuneration Policy for members of the Board of Directors and management executives, Charter of Operations, Risk Management System, Regulatory Compliance System, Internal Audit System and Supplier Due Diligence Policy.

Sustainability Committee

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

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

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