GOODY'S | everest
GROUP OF COMPANIES

2024
ESG Report

Shaping
a sustainable
foodservice
ecosystem

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Message from the Board of Directors

> Following the evaluation of 2024 data, the GOODY'S | Everest Catering Group received the "Gold Recognition Level" award from "EcoVadis", significantly improving its performance.

In 2024, we further strengthened our strong commitment to the principles of sustainability and social responsibility, placing greater emphasis on environmental responsibility, the central pillar at the core of our sustainable development strategy.

As we recognize the inevitable environmental impact of our business

activity, we have prioritized the systematic and continuous reduction of our environmental footprint, with particular emphasis on greenhouse gas emissions. Recognizing the inevitable environmental impact of our business activities, we have made it a priority to systematically and continuously reduce our environmental footprint, with a particular focus on greenhouse gas emissions.

In this context, the endorsement of short-term greenhouse gas emission reduction targets by the international voluntary Science Based Targets initiative (SBTi) towards the end of the year is a strong demonstration of our commitment to addressing the climate crisis. By adopting scientifically based targets, we are aligning our actions with international efforts to limit global warming, making a significant contribution to achieving the goals of the Paris Agreement. For us, SBTi is not just an initiative we participate in – it is a guide for our strategy, defining our next steps in the field of environmental sustainability. Through specific actions and with the help of technology, we intend to continuously improve our ability to monitor, assess and reduce our emissions with accuracy and transparency. Within this framework, we

reaffirmed our dedication to the Science Based Targets initiative (SBTi), which serves as a clear roadmap for aligning our strategy with global climate goals. By leveraging technology, we aim to enhance transparency, monitor progress, and achieve our reduction targets with precision and consistency.

In addition to our active contribution to environmental protection, the ESG strategy we implement reflects our intention to contribute to enhancing social cohesion and implementing responsible corporate governance practices, integrating our strategy throughout our operations. Key tools for the implementation of this strategy are technology and innovation, as they allow us to monitor, evaluate and continuously improve our performance on ESG indicators, with accuracy and transparency. Beyond our active engagement in environmental matters, our strategy also emphasizes governance and social responsibility. We foster a culture of collaboration and inclusion, encouraging employees to participate in initiatives that create positive social and environmental impact.

During 2024, the Group continued to implement actions to raise awareness

among employees and partners on sustainable development issues, such as the "SDGs Coffee Breaks", a series of online meetings that we organize in collaboration with the non-profit organization Wise Greece. Throughout 2024, we continued implementing awareness programs and training sessions on sustainability topics, such as the "SDGs Coffee Breaks," in partnership with the non-profit organization Wise Greece. These initiatives reflect our commitment to education and inspire our people to contribute to a fair and sustainable society.

Furthermore, through the promotion and strengthening of volunteerism, we aim to further strengthen a culture of social responsibility, which motivates employees to actively participate in initiatives with a positive social and environmental impact. This Report outlines our goals, achievements, and ESG performance, highlighting the actions we have taken and the partnerships we have built to drive meaningful change for people and the planet.

This Report presents our goals and performance on key ESG issues, detailing the initiatives we undertake and the

partnerships we launch in order to create value for all stakeholders, while contributing to a fairer and more resilient society.

A. Tsoukalis
CEO
GOODY'S | everest Group

2024 ESG performance Summary – 2025 Goals & Priorities

PRIORITIES 2024	PERFORMANCE 2024	PRIORITIES 2025
STRATEGIC PILLAR 1: Shaping a resilient organization		
Conduct GDPR audit in cooperation with our partner in charge of security and data protection	◔ In progress	✔ Update of the file Group activities in personal data matters
Extend ISO 27001 certification to Goody's S.A.	◔ In progress	✔ Extension and implementation of the certified ISO 27001 Information Security Management System in the Food Service Business Units (Goody's S.A.)
Retaining certifications related to information security (ISO 27001) and business continuity (ISO 22301)	↻ On-going action	✔ Monitoring of the certified ISO 27001 Information Security Management System in the Group's production units (Hellenic and Olympic Catering)
Training of designated employees in the implementation of the business continuity plan	↻ On-going action	✔ Monitoring of the certified ISO 22301 Business Continuity Management System in the Group
Advancement of the Group's digital transformation project	◔ In progress	✔ Advancement of the Group's digital transformation project and communication to all Group employees
Awareness of management team on business continuity	✔ Completed	

Achievement of robust business continuity

✔ Completed   ◔ In progress   ↻ On-going action

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PRIORITIES 2024	PERFORMANCE 2024	PRIORITIES 2025
STRATEGIC PILLAR 1: Shaping a resilient organization		
Ensuring a responsible and sustainable supply chain Completion of Sustainable Procurement Framework and evaluation of key suppliers based on ESG criteria	✔️	✔️ Implementation of the Group's Sustainable Procurement Framework and due diligence practices with the Group's suppliers regarding selected sustainability topics
Supplier Code of Conduct update	✔️	✔️ Enhancement of the supplier evaluation system, aiming to assess their performance on environmental, social, and governance (ESG) issues
Increase of supplier awareness through training programs and provision of supporting materials on sustainable development topics across the broader supply chain	🔁	✔️ Organization of focus groups with the Group's suppliers to promote sustainability within the Supply Chain
Enhancing ESG transparency and boost ESG credibility Maintain zero incidents of bribery and corruption issues	🔁	
Provide employee training to addresss bribery and corruption issues	🔁	

✔️ Completed   🔵 In progress   🔁 On-going action

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STRATEGIC PILLAR 1: Shaping a resilient organization		
Extension of ISO 37001 Anti-Bribery Management System certification to cover GOODY'S S.A. Food Service Units	⟳ (In progress)	✔ Extension and implementation of the certified ISO 37001 Anti-Bribery Management System in the Food Service Business Units (Goody's SA)
Maintenance and update of a comprehensive risk register, covering a broad range of business, financial, operational, IT, ethical, regulatory compliance, and environmental risks, as well as unforeseen events and external threats.	⟳ (On-going action)	✔ Systematic management and update of a comprehensive risk register, covering a wide range of business, financial, operational, technological, ethical-regulatory, and environmental issues, as well as unforeseen events and external threats
Finalization of the Group's Code of Conduct	✔ (Completed)	✔ Informing all Group employees about the updated Business Ethics Code of the Food Service Group
Design the governance framework for all quantitative and qualitative ESG data	⟳ (In progress)	✔ Design and completion of the governance framework for all quantitative and qualitative ESG data, in collaboration with an external specialized organization.
Maintain high performance ratings from the globally recognized organization EcoVadis	✔ (Completed)	✔ Maintain high performance ratings from the globally recognized organization EcoVadis

Enhancing ESG transparency and boost ESG credibility

✔ Completed   ⟳ In progress   ⟳ On-going action

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STRATEGIC PILLAR 2: Offering great food and excellent services			
Value creation for customers and consumers through the continuous improvement of our products and services	Offering products that promote a healthy and balanced diet	↻	
	Continuous enrichment of options across all Group brands to effectively cover all customer dietary preferences, in accordance with global dietary trends (e.g. vegetarian, vegan, low fat, sugar free)	↻	
Development of innovative concepts, products and services	Industrial manufacturing of vegan (plant-based) burger and integration into the Goody's Burger House product catalogue	◔	✔ Pilot integration of the vegan (plant-based) burger into the product line of selected Goody's Burger House stores
	Expansion of the use of the "Voice of Customer" tool across the Group's networks	◔	✔ Evaluation of the current use of the tool and identification of areas for improvement/expansion
Ensuring variety and transparency regarding the products offered	Publication on the nutritional values for all GOODY'S products	✔	✔ Creation of an awareness campaign to communicate the available healthy options and the nutritional benefits of GOODY'S and everest products

✔ Completed   ◔ In progress   ↻ On-going action

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STRATEGIC PILLAR 3: Growing a responsible business with dedicated people		
Development of a comprehensive training program and webinars to enhance employee awareness and eliminate unconscious bias	✔ (Completed)	✔ Update of training and informational material for the implementation of the comprehensive training program and webinars aimed at promoting human rights
Zero tolerance on human rights violations	↻ (On-going action)	✔ Encouragement of the use of the Intranet platform by the Group's employees
Development of intranet platform to improve employee communication	✔ (Completed)	✔ Preparation of the Group's production units for obtaining the international corporate social responsibility certification SA8000
Training sessions on health and safety topics	↻ (On-going action)	✔ Encouraging the participation of the Group's employees in seminars on health and safety at work
Maintain zero work-related fatalities	↻ (On-going action)	✔ Reduction of recordable work-related injuries

Embracing diversity and inclusion

✔ Completed   In progress   ↻ On-going action

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STRATEGIC PILLAR 3: Growing a responsible business with dedicated people		
Increase of employee participation and in total training hours in training programmes	⟳	✔ Increase in employee training across various thematic areas
Training of the Group's employees on ESG topics	✅	✔ Increase of the Group's employees on ESG topics in total training hours
Gradual transition of employee training to digital platforms	✅	✔ Enrichment of the Intranet platform with educational and supportive material to raise awareness and inform employees

Retention and attraction of talented and skilled employees

✅ Completed   ◌ In progress   ⟳ On-going action

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STRATEGIC PILLAR 4: Empowering communities			
Community engagement	Engaging the Group's brands with a focus on supporting vulnerable groups, youth entrepreneurship, unemployed people, and children in need	↺	✔ Initiatives undertaken by the Group's brands focusing on supporting vulnerable groups, youth entrepreneurship, unemployed individuals, and children in need
	Reinforcement of corporate volunteering activities and increase of total employee participation hours in social initiatives	↺	
	Launch of the Group's volunteer program	✔	✔ Strengthening the program and enriching collaborations with civil society organizations
	Strengthening of Corporate Social Responsibility (CSR) initiatives	↺	
Food waste reduction	Further support and contribution to food waste reduction efforts	↺	✔ Maintaining collaborations with universities and participation in national initiatives contributing to the efforts to reduce food waste

✔ Completed   ↻ In progress   ↺ On-going action

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STRATEGIC PILLAR 5: Caring for our planet		
Calculation of the total carbon footprint based on the GHG Protocol Standard methodology (direct and indirect greenhouse gas emissions – Scope 1 & 2, as well as indirect emissions – Scope 3 – from the Group's value chain activities)	⟲	✓ Initiation of the implementation of the detailed plan to reduce direct and indirect greenhouse gas emissions
Completion of a detailed plan to reduce direct and indirect greenhouse gas emissions	✓	✓ Efficient energy management and reduction of energy consumption in the Group's production units
Reduction of energy consumption in production units and stores, and gradual transition of the vehicle fleet to electric vehicles	◔	✓ Optimization of reactive power management to reduce energy consumption in the Group's stores
Installation of energy management systems for monitoring/ measurement in stores	◔	✓ Gradual transition of privately-owned vehicle fleet to electric vehicles
Improvement of reactive power management to reduce unnecessary electricity consumption in stores	⟲	✓ Monthly monitoring of energy consumption on the energy provider's platform
Monthly monitoring of energy consumption on the provider's platform	◔	✓ Gradual installation of photovoltaic panels at rest areas (motorway)

Minimizing environmental impact and achieving Net Zero

✓ Completed   ◔ In progress   ⟲ On-going action

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STRATEGIC PILLAR 5: Caring for our planet			
Minimizing environmental impact and achieving Net Zero	Installation of photovoltaic panels at rest areas (motorway)	⟳ In progress	✔ Reduction of fluorinated compound leaks through new installations in all stores that are under renovation ✔ Replacement of energy-intensive machinery with equipment that consumes less energy and has a low environmental impact at the Olympic Catering production unit
	Reduction of fluorinated compound leaks through new installations in all stores under renovation	⟳ In progress	
	Exploration of the use of 100% renewable energy sources (RES) by the electricity provider	⟳ In progress	
Promoting responsible waste management and circular economy practices	Support of water conservation initiatives and sustainable management of water resources	⟳ On-going action	✔ Investment in water-saving initiatives in the Group's production units and stores ✔ Raising awareness among the Group's workforce on rational water resource management ✔ Conducting water quality analysis to determine required treatment levels and the effectiveness of the reverse osmosis process ✔ Operation of the wastewater treatment unit and utilization of its processed outputs for subsurface irrigation
	Processing reverse osmosis of borehole water for use as drinking water	✔ Completed	
	Installation of wastewater treatment systems and reuse of processed by-products for subsurface irrigation	✔ Completed	

✔ Completed   ⟳ In progress   ⟳ On-going action

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STRATEGIC PILLAR 5: Caring for our planet			
Promoting responsible waste management and circular economy practices	Further strengthening and expansion of the coffee waste recycling and recovery initiative/action	↻	
	Reduction of fluorinated compound leaks through new installations in all stores under renovation	↻	
Shift towards more sustainable packaging	Increase the use of reusable packaging across the Group's brands	↻	✔ Implementation of initiatives to promote the use of reusable items in the Group's brand stores
	Increase of recyclability rate of the Group's single-use packaging	↻	✔ Collaboration with suppliers to increase the recyclability rate of existing packaging
	Identification of sustainable alternative packaging material options	↻	✔ Market research on available sustainable alternatives and evaluation of cost and feasibility of implementation

✔ Completed ⟳ In progress ↻ On-going action

2024 ESG achievements

Environment

Caring for our planet

Validation of short-term greenhouse gas emission reduction targets by the international voluntary initiative **Science Based Targets initiative (SBTi)**

Coverage of **37%** of the energy needs of the Hellenic Catering facilities in Pallini from the very first year of operation of the photovoltaic panels

Zero fines or penalties for incidents of non-compliance with environmental laws and regulations

>4,447 gift vouchers were redeemed as part of THE GREEN CITY recycling program at everest stores

>84 tons of spent coffee were recycled and **28,560 m³** less methane was released into the atmosphere.

Society

Offering great food and excellent services

100% eggs from cage-free hens

Investment in the **"Power Meals"** product line from everest, designed to promote a more balanced diet

Publication of **nutritional value** of our products on the websites of our brands

Industrial production of our new **Vegan Burger** by Hellenic Catering

Growing a responsible business with dedicated people

19 SDGs coffee breaks organized to raise employee awareness on Sustainable Development

42 seminars on health and safety topics, with a **13.2%** increase in employee participation

Empowering communities

23 years of social contribution through the ArGOODaki initiative by Goody's Burger House

>10 major partnerships across all brands with civil society organizations to support and enhance their efforts

Governance

Shaping a resilient organization

Gold recognition level in the EcoVadis assessment

Participation in the **"Greek Pledge"** initiative to combat childhood obesity

Implementation of the organization's overall **digital transformation,** using cutting-edge technologies such as low-code platforms

Zero tolerance on human rights violation

Deployment of the **"Voice of Customer"** tool, leveraging artificial intelligence to analyse customer feedback

Zero incidents of bribery and corruption

Values, Structure and Corporate Governance

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Our Group

50 YEARS
More than 50 years of presence

2,283
employees

100%
Vivartia Group of companies

1,000+
suppliers

3
production units in Sindos, Spata and Alifanta (Lesvos)

1
Logistics Center in Pallini

>560
points of sale

11
countries of Group presence
(Greece, Bulgaria, Cyprus, Egypt, North Macedonia, Hungary, Kuwait, United Kingdom, Saudi Arabia, Qatar, Romania)

5
dynamic chains and a variety of unique food-service concepts

Our vision, values and mission

Our vision

"Creating value through innovation in the food-service sector and offering high quality and safe food for all, while leveraging our size in order to contribute to the common good."

Our values

Trust & Honesty

Creativity & Innovation

Meritocracy & Fairness

Passion & Teamwork

Mutual support

Respect & Kindness

Recognition, Reward & Growth

Life & Work Balance

Our mission

○ To produce and offer high quality, innovative & competitive products and offer high level services in the food-service sector.

○ Drawing on our long presence in the Greek food-service sector, we commit to pursue innovation and growth through environmental and social responsibility, generating value for our people, our customers, our shareholders and society.

○ To intensify our efforts in addressing climate change, by investing in innovative and sustainable solutions in our industry, aiming to transition to a greener economy and behaviour.

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Activities, products and services

Development and operation of leading foodservice chains with a long history in the Greek market and an extensive footprint.

Wide portfolio of unique foodservice concepts that can be adjusted for high-street, travel or destination markets, such as malls and amusement parks.

ANY CONCEPT   ANY LOCATION   ANY OCCASION

Foodservice Solutions:
Development of innovative specialized formats for any brand of the wide Group portfolio to address all possible needs.

Three (3) production units specialized in the production and distribution of ready-made meals and meat products, large-scale contract catering projects, hospital and in-flight catering.

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Business model and value chain

Input: Our strength

Natural Capital
- Solar panels installed at Hellenic Catering (Pallini)
- Collaboration with Harokopio University to develop a methodology for monitoring food waste
- Use of FSC® paper in packaging

Financial Capital
- €292.9 million revenue • €8.4 million total investments

Productive Capital
- Three (3) production units in Sindos, Spata and Alifanta (Lesvos)
- Logistics Center in Pallini • 560+ points of sale

Intellectual Capital
- Procedures and policies
- Foodservice expertise (product & concept development, operations)
- Implementation of digital transformation strategy

Human Capital
- 2,283 employees in the Group, of which 1,133 are women
- 73,740 man-hours of training

Social Capital
- >510 hours in volunteering actions
- Support for 70 events organized by the largest universities and student organizations in Greece
- >5 major partnerships of all brands with civic society organizations

Value creation

Numerous foodservice formats • e-commerce • Food production & distribution • Large-scale catering • Leading foodservice chains • Wide portfolio of concepts

Our ESG Strategy

Inner ring: BANKS/INVESTORS · RATING AGENCIES · SHAREHOLDERS · MANAGEMENT · EMPLOYEES · PARTNERS/FRANCHISEES · SUPPLIERS · END CONSUMERS · B2B CUSTOMERS · STATE/REGULATORY AUTHORITIES · CIVIL SOCIETY · MEDIA

Our vision

Output: Our contribution

Natural Capital
- >84 tons of coffee residues recycled in 2024
- 28,560 m3 less methane released in the atmosphere during the reporting period

Financial Capital
- €57.4 mil. employee remuneration and benefits • €21 mil. payments to state institutions

Productive Capital
- 11 countries of Group presence • Five (5) dynamic franchise entities

Intellectual Capital
- Innovative order routing system delivery • **"Tap 'N Grap Dine In"** digital ordering service • 428 management system certifications across the network
- Voice of Customer' satisfaction survey tool

Human Capital
- Employee Satisfaction Survey with the participation of over 1,200 employees

Social Capital
- 2,500 franchise store employees and their families benefit from the Group's activity
- Through its collaboration with the non-profit Wise Greece and the "BOROUME" program, the Group offered 1,776 food portions to charitable organizations
- Goody's Burger House participated in the GIVMED Share medicine Share life, with the aim of covering essential pharmaceutical needs of children supported by charitable organizations across Greece.
- everest supported the HOPEgenesis program to address the issue of declining birth rates in Greece

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Our Group's Value Chain

Upstream			Operations		Downstream		
Supply of goods and services			**Food Services**		**Distribution and Consumption of Final Products**		
Supply of goods related to store operations	**Provision of public goods**	**Provision of services**	**Production, Distribution, and Trade of Products**	**Foodservice Stores**	**Product trade and Franchise**	**Transport and Distribution**	**Final Disposal**
Procurement of raw materials, semi-finished and finished products	Energy supply	Transport and distribution of products	Preparation and processing of semi-prepared/ ready meals and food	Food/ meal and beverage provision services	Wholesale and retail trade	Delivery platforms	Consumers
Procurement of packaging consumables	Water supply	Professional and consulting services	Maintenance, storage, and distribution of meals and food	Franchise licensing services	Franchise	External partners, trucks/ couriers	Corporate clients and organizations
Procurement of store machinery and equipment		Real estate	Wholesale and retail trade of meals and food	Food delivery services	Marketing and advertising services		Recycling and waste/ sewage management
Construction activities fo the development of new stores			Supply & logistics services				

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Awards and distinctions

In 2024, the Group's brands received distinctions at major events, reflecting their substantial efforts across a wide range of sectors, including products, services, quality, communication, sustainable development and digital transformation.

#FEA

FOOD EXPERTS AWARDS 2024

The **GOODY'S | everest Group** won eight (8) awards in key categories at the **Food Experts Awards 2024**, an event celebrating achievements and best practices in the food and beverage sector.

The Group was recognized in the **Food Safety Culture Stand Out, Food Product Integrity Stand Out, Excellent Food Related Training Excellence, Excellent Promotion of Health & Wellness with Great TASTE Customer's Choice and Innovation Award** for the everest handmade spinach and cheese pie, the everest espresso coffee Honduras Brand, the everest Noodles salad with grilled

chicken fillet (Power meals) and the Goody's Burger House "Small Greek Farms" beef patty.

These awards were organized for the first time in Greece with 60 evaluators participating in the process.

The evaluation of the taste profile of the products was conducted at the laboratories of TUV AUSTRIA according to ISO 11136:2017. The main criteria in this evaluation were the taste and appearance of the product, while the evaluators were unaware of details such as the company or the price of each product.

Additionally, the Group's Quality Director, Christina Panou, received an honorary distinction – Doris Davis Centini Award 2024.

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ESTIA AWARDS

Goody's Burger House received **three (3) Gold awards** in the categories: Best Loyalty Program, Best mobile experience, and Best Burger Business.

Similarly, **everest** achieved a triple distinction, having received a **Gold Award** in the category: Best New Concepts/Tastes and **Silver Awards** in the categories Best Social & Digital Presence & Community Management and Best Streetfood Business.

HELLENIC RESPONSIBLE BUSINESS AWARDS

The **GOODY'S | everest Group** received a Gold award in the category:

"Business Transformation & Sustainable Growth – Corporate Governance System" and **Bronze award** for the GOODY'S | everest 2022 ESG report.

CONTENT MARKETING AWARDS

everest received **Bronze award** in the category **Best Use of Content Marketing for Brand Awareness** for the campaign "The new era of Everest by Vasilis Kallidis & Anastasios Papalazarou."

ENVIRONMENTAL AWARDS

Goody's Burger House won **Silver** in the "Food Waste Reduction - Food Waste Management" category for its collaboration with Harokopio University in recording food waste.

MARKETING ACHIEVEMENT AWARDS

Silver award to **Goody's Burger House** for their innovative tailor-made food trucks which follow consumers at large events, such as music festivals.

COFFEE BUSINESS AWARDS

Flocafé Espresso Room won a **Gold award** in the Top International Coffee Chain category while **everest** won a in the Top Coffee Site category.

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FRANCHISE AWARDS

Goody's Burger House received the **"Lifetime Achievement Award"** for its valuable contribution to the franchise sector and its continuous growth through successful strategic moves. At the same time, **everest** was honoured with the **"Best Marketing Campaign"** award for the "New Power Meals" campaign, which was recognized for its strong audience engagement.

HR AWARDS 2024

The **GOODY'S | everest Group** was awarded in the category "Best Work Life Balance Initiatives" with a **Silver Award**, and in the category "Best Sustainability Initiatives/ Strategy" with a **Bronze Award**.

LOYALTY AWARDS

The Group received a total of **nine (9) award**, including Best Long-Term Initiative and Best in Food & Beverage for the **Goody's Burger House and everest brands**.

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Participation in bodies and associations

The bodies and associations in which the Group is a member are:

SDE
(Hellenic Advertisers Association)

ALLIANCE
for the Reduction of Food Waste

CSR HELLAS
(Hellenic Network for Corporate Social Responsibility)

UNITED NATIONS GLOBAL COMPACT

EPOES

Hellenic Association of Organized Food Service Enterprises

Promoting the Group's leadership role and best practices:

We participate in the dialogue on sustainability and ESG issues. We collaborate with institutions, major companies, and the academic community to promote our best practices and undertake joint actions with a positive impact.
Some examples:

Participation in CSR Hellas initiatives and events:

• CSR Europe Panel in Brussels
• Sustainable Supply Chain Panel in Thessaloniki
• Presentation at CSR School on the topic of sustainability in the supply chain

Participation in conference panels on ESG topics organized by the National and Kapodistrian University of Athens (NKUA), the Global Compact Network in collaboration with the UN High Commissioner for Refugees, and the Hellenic Impact Investment Network

Speech at the International RETASTE Conference (food waste), organized by Harokopio University as part of the project "Implementation of Circular Economy in Greece"

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GRI 2-4 · GRI 2-6 · GRI 201-1 · GRI 201-2 · GRI 203-1 · GRI 203-2 · ESRS 2 BP-2 · ESRS 2 SBM-1 · ESRS 2 SBM-3 · ESRS S3-4 · ESRS S1-4 · ESRS S2-4 · ESRS S3-4 · ESRS S4-4

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

17 PARTNERSHIPS FOR THE GOALS

Financial performance

In 2024, the Group demonstrated a significant improvement in its financial performance, with total revenue reaching €292.9 million, marking an increase of 10.8% compared to 2023.

"The direct economic value distributed **increased by 21.3%,** reaching €262.5 million, reflecting the Group's enhanced contribution to the economy and its stakeholders."

Contribution to the State and Society

The Group's total contribution to government agencies increased by 18%, reaching €20.97 million. Particularly notable is the increase in direct taxes by 140.8%, indicating increased tax efficiency. At the same time, donations and investments in the community increased by 11.5%, strengthening the Group's social responsibility.

Investment in Human Capital

The Group continued to invest in its human resources, with employee remuneration and benefits increasing by 8.3%. Gross remuneration increased by 8.6%, while employer contributions and private insurance increased by 7.6%. Other benefits and compensation increased by 5.9%, confirming the Group's commitment to maintaining a supportive and fair working environment.

Investments and Assets

In 2024, the Group increased its investments by 36.4%, reaching €8.38 million, while total assets grew by 8.4%, strengthening the company's long-term sustainability and resilience.

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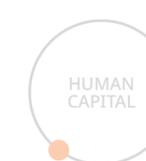
Direct and indirect economic value of the GOODY'S | everest Group (€)

	2024	2023		2024	2023
Direct economic value generated: revenue[1]	292,913,130.83	264,302,915.06	Equity	75,671,001.54	52,697,331
Operating cost[2]	195,264,471.51	155,701,149.76	Payroll payments (gross earnings)	45,211,321.87	41,631,873.51
Wages and employee benefits [3]	57,444,201.21	53,052,946.79	Payments for employee insurance (employer's contributions and private insurance)	8,939,150.04	8,309,342.32
Donations and community investments[4]	67,509	60,546			
Direct economic value distributed	262,539,064.82	216,445,738.69	Other employee benefits (benefits & compensations)	3,293,729.30	3,111,730.96
Payments for taxes – direct	3,264,091.19	1,355,457.58			
Total payments to state agencies	20,969,640.75	17,770,800.89	**Total investments**	**8,384,533.40**	6,147,258.19
Payments to providers of capital	6,498,792.91	6,275,638.56	**Total assets**	**308,475,205.01**	284,493,728.84

VAT and other withheld taxes

	2024	2023
VAT payments	11,033,031.22	10,208,521.77
Employment tax & Emergency Solidarity Contribution payments	4,045,186.81	3,674,207.49
Other withheld taxes	2,627,331.53	2,532,614.05
Total	**17,705,549.56**	**16,415,343.31**
Grants/ subsidies *(Greek Public Employment Service grants not included)*	62,330.94	51,264.60

[1] Includes revenue from sales, ancillary activities, rents, dividends and interest.
[2] Includes selling, administrative and distribution costs. Employee wages and benefits and depreciation are not included.
[3] Not included in operating costs.
[4] Not included in operating costs.

GRI 2-9   GRI 2-10   GRI 2-11   GRI 2-12   GRI 2-19   GRI 2-20   GRI 2-21
ESRS 2 GOV-1   ESRS 2 GOV-2   ESRS 2 GOV-3   ESRS G1   ESRS S1-16

Corporate governance

Appointment of the Board of Directors

The members of the Board of Directors are elected by the General Assembly. Prospective members are selected based on criteria such as knowledge, skills and experience. In addition, criteria such as diversity, independence, as well as skills related to the management of issues that may have an impact on the organization, are considered.

BOARD OF DIRECTORS

The Board is responsible for formulating the corporate strategy with the objective of maximising the organization's value, implementing sound management principles, monitoring its actions, as well as ensuring the fair and equitable treatment and protection of the rights and interests of shareholders. The Board of Directors of the **GOODY'S | everest** Group consists of six (6) members – one (1) of whom is a woman - who are not defined as executive or non-executive. Its term of office expires on 15/11/2025. The members of the Board of Directors hold key positions in the company's organisational structure and have the necessary experience and expertise to handle critical matters that could have an impact on the organization. Furthermore, it is worth mentioning that the Chair of the highest governing body is not a senior executive of the organizational structure of **GOODY'S | everest**.

EXECUTIVE COMMITTEE

The Executive Committee's role is the continuous supervision of all operations of the Group's Companies and Vivartia Group. In addition the Committee monitors the financial performance and the goals set by the Group, on the basis of which the budgets of the Group's Companies are prepared in order to implement the Strategic Plan.

AUDIT COMMITTEE

The Audit Committee supports the Board of Directors and is in continuous communication with the Internal Audit departments of the Companies. The aim is to ensure the quality of the internal audit and the risk management system. At the same time, it oversees the preparation of the financial statements, while also selecting and evaluating the performance and independence of the External Auditors.

The GOODY'S | everest Group has also established:

- A Whistleblowing Officer, as required by legislation
- A Prevention of Violence and Harassment Committee
- A Personal Data Compliance Committee
- An Anti-Bribery and Anti-Corruption Investigation and Management Committee
- A Business Continuity Incident Response Committee
- An ESG Committee

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Organization Structure of the Group

```
                              EXECUTIVE CHAIRMAN BoD
                              CHIEF EXECUTIVE OFFICER

GROUP LEGAL AFFAIRS DIRECTOR              GROUP INTERNAL AUDIT &
                                         BUSINESS PROCESS DIRECTOR

INFORMATION SECURITY                     GROUP QUALITY ASSURANCE
MANAGEMENT SYSTEM                        DIRECTOR
RESPONSIBLE
```

CHIEF STRATEGY & OPERATING OFFICER

- EVEREST OPERATIONS DIRECTOR
- GOODY'S OPERATIONS DIRECTOR
- FLOCAFE/ LA PASTERIA OPERATIONS DIRECTOR
- TRAVEL OPERATIONS DIRECTOR
- E –DELIVERY MANAGER
- FRANCHISE DEVELOPMENT & INTERNATIONAL BUSINESS DIRECTOR
- GROUP P & C DEVELOPMENT DIRECTOR
- PURCHASING & CONTRACT DIRECTOR
- GROUP PROJECT MANAGER

GENERAL MANAGER INDUSTRIAL DIVISION

- HELLENIC CATERING
  - PLANT SINDOS MANAGER
  - SUPPLY CHAIN MANAGER
  - CATERING PROJECTS MANAGER
  - SALES MANAGER
  - ACCOUNTING MANAGER
- OLYMPIC CATERING
  - PLANT MANAGER
  - IN FLIGHT SERVICES

CHIEF FINANCIAL OFFICER

- GROUP CHIEF ACCOUNTANT
- HEAD OF PLANNING & REPORTING
- TREASURY & CREDIT CONTROL MANAGER

CHIEF PEOPLE OFFICER

- GROUP COMPENSATION & LABOR RELATIONS MANAGER
- GROUP HR & BENEFITS MANAGER

CHIEF INFORMATION OFFICER

- IT & T DIRECTOR
- DIGITAL TRANSFORMATION DIRECTOR

CHIEF MARKETING & SUSTAINABILITY OFFICER

- GROUP CORPORATE AFFAIRS & SUSTAINABILITY DIRECTOR
- GROUP BRAND MANAGER
- SENIOR BRAND MANAGER
- GROUP NEW MEDIA MANAGER
- SENIOR TRADE & SALES ANALYST
- GROUP E-COMMERCE MANAGER
- MULTIMEDIA DESIGNER
- GROUP LOYALTY MANAGER

GROUP TECHNICAL OPERATIONS DIRECTOR

- ARCHITECTURAL SERVICES
- MECHANICAL SERVICES SUPERVISOR
- STORE LICENSING COORDINATOR
- FACILITIES MAINTENANCE MANAGER

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Compensation Policy and Remuneration Determination Process

The remuneration determination processes aim to attract and retain capable executive leaders who can provide substantial prospects and lead our Group to absolute levels of success. The management, after taking into consideration the renumeration surveys and other benefits, compares them to the existing remuneration and benefits structure within the Group and makes adjustments where it deems necessary.

Annual total compensation ratio

	2024
AVERAGE ANNUAL TOTAL REMUNERATION FOR ALL	24.83
PERCENTAGE INCREASE IN THE ANNUAL TOTAL COMPENSATION FOR THE HIGHEST PAID INDIVIDUAL	5.36%
AVERAGE PERCENTAGE INCREASE IN THE ANNUAL TOTAL COMPENSATION FOR ALL MEMBERS OF THE EMPLOYEE ORGANIZATION, EXCLUDING THE HIGHEST-PAID INDIVIDUAL	7.80%[1]
CHANGE IN THE ANNUAL RATIO OF TOTAL COMPENSATION	0.68

[1] In the 2023 Sustainable Development Report, the value of the average annual total compensation for all employees of the organization, excluding the highest-paid individual, was 21,914€. In the current report, the value has been updated to 12,928€ due to a correction in the calculation method.

"
The role of the highest governing body is to set the corporate strategy, **develop, approve and update the organization's purpose, value or mission**, as well as the statements, strategies, policies and objectives related to sustainable development.
"

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Sustainable development

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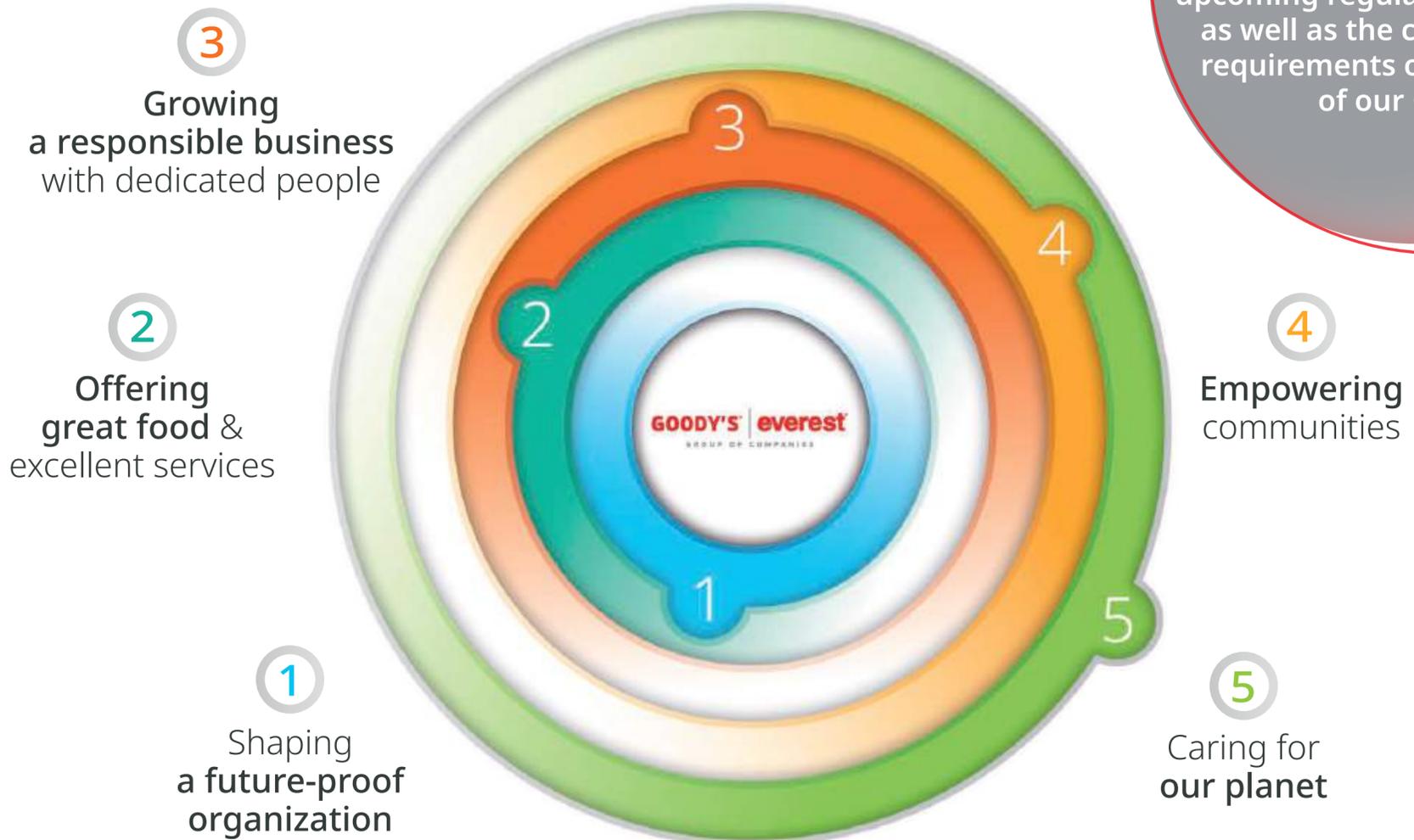
GRI 2-22   ESRS 2 SBM-1

Sustainability at the core of our business strategy

Our Group's sustainable development strategy incorporates the Ten (10) Principles of the United Nations Global Compact, contributing to the 17 UN Sustainable Development Goals (SDGs). During the reporting period, the Group maintained its commitment to selected goals related to environmental protection, social responsibility, and corporate governance. Our aim is to create long-term value by reducing negative impacts and enhancing the positive outcomes of our business activities.

The GOODY'S | everest ESG transformation plan is based on five (5) pillars and aims to position the Group as a leader in sustainability.

5 strategic ESG priorities

3
Growing a responsible business with dedicated people

2
Offering great food & excellent services

4
Empowering communities

1
Shaping **a future-proof organization**

5
Caring for **our planet**

> "The Group's ESG Strategy was formulated considering the current state, market trends, the current and upcoming regulatory framework, as well as the capabilities and requirements of stakeholders of our Group."

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GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-18 | GRI 2-25
ESRS 2 GOV-1 | GOV-2 | GOV-5 | ESRS 2 IRO-1 | ESRS 2 SBM-2 | G1-3
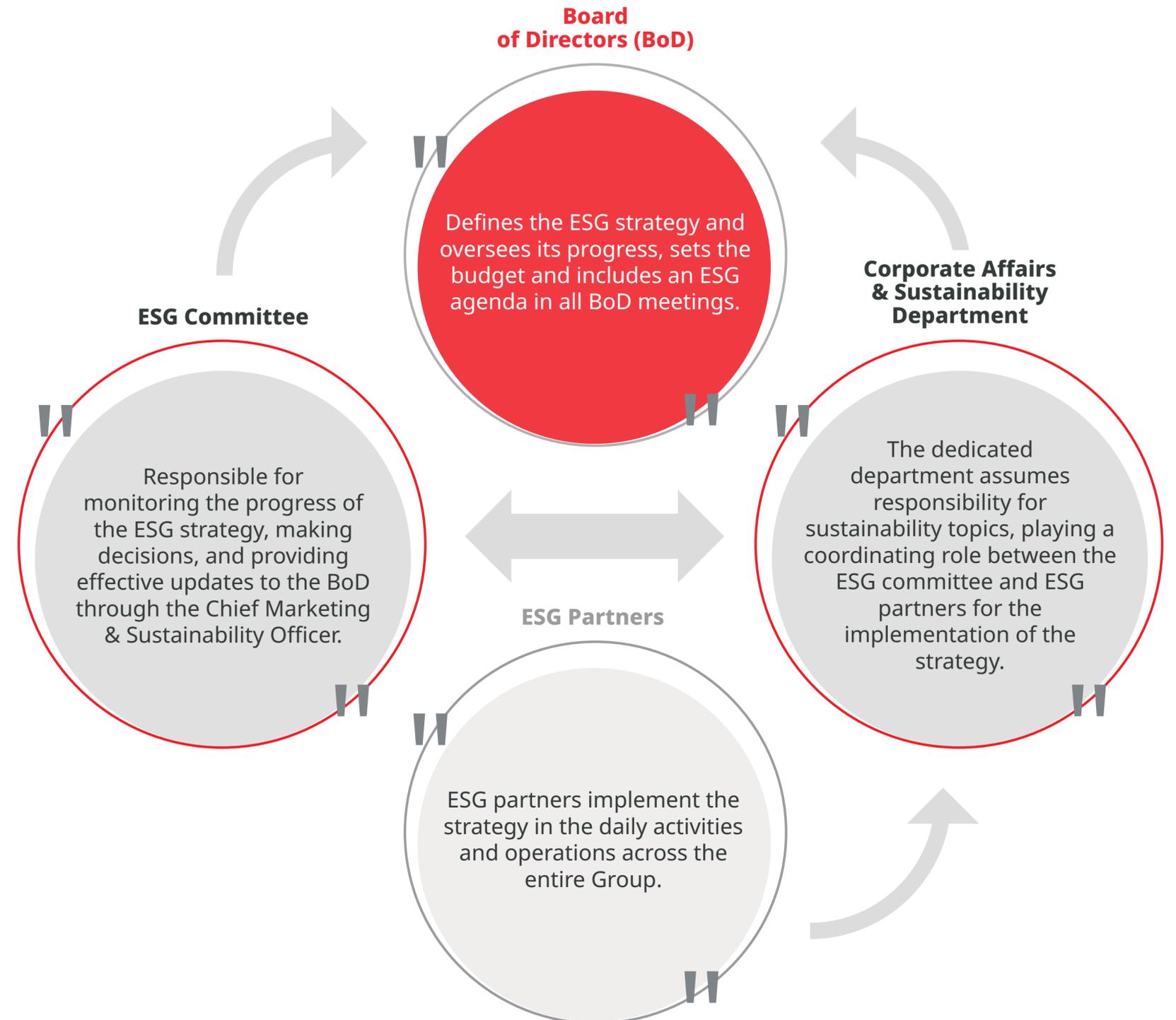
Governance model for sustainable development

In 2024, we further strengthen our commitment to sustainable development by focusing on the integration of ESG principles into every aspect of our operations. The governance model, designed in 2022 and implemented in 2023, continues to serve as a stable framework for overseeing and managing environmental, social, and governance matters.

The ESG Committee plays a central role in embedding the ESG strategy into our business model. It monitors progress toward the Group's goals, reviews relevant reports, and ensures alignment of actions with the Group's principles.

The Committee's work also extends to critical initiatives, such as the revision of policies and procedures to align with modern sustainability requirements. At the same time, ESG Partners — executives from relevant departments — actively contribute to the implementation of the strategy at all levels.

The participation of Board members in the ESG Committee reinforces senior management commitment and ensures the achievement of our strategic goals.

For a detailed presentation of the GOODY'S | everest Group's contribution to the achievement of the United Nations Sustainable Development Goals (SDGs), please refer to Appendix 6.

Board of Directors (BoD)

Defines the ESG strategy and oversees its progress, sets the budget and includes an ESG agenda in all BoD meetings.

ESG Committee

Responsible for monitoring the progress of the ESG strategy, making decisions, and providing effective updates to the BoD through the Chief Marketing & Sustainability Officer.

Corporate Affairs & Sustainability Department

The dedicated department assumes responsibility for sustainability topics, playing a coordinating role between the ESG committee and ESG partners for the implementation of the strategy.

ESG Partners

ESG partners implement the strategy in the daily activities and operations across the entire Group.

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GRI 3-1   GRI 3-2   ESRS 2 BP-1   ESRS 2 BP-2   ESRS 2 IRO-1   ESRS 2 SBM-3

Double materiality analysis

As a Group with a leading position in the field of sustainable development in the Greek market, we recognize the impacts that our business activity may have on the environment, society, and the economy. At the same time, we acknowledge that the challenges of sustainable development represent significant opportunities for innovation, resilience, and long-term value.

To understand sustainability-related issues and integrate them into our strategy, we follow the principle of Double Materiality analysis. Through this, we evaluate both the impact of our activities on the environment and society, and the way in which developments in the field of sustainability affect our business operations and future performance. This process incorporates the analysis of the priorities and concerns of stakeholders and the Group's corresponding response, enhancing transparency and active participation

In 2021, the Group conducted its first Double Materiality Analysis2, which was fully aligned with the latest requirements of the 2021 Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS).

In 2024, the Group repeated the Double Materiality Analysis with the aim of updating the material sustainability topics, taking into account changing conditions, stakeholder expectations, and new regulatory requirements.

GRI 2-29   ESRS 2 SBM-2

Communication with stakeholders

Goody's Everest Group's strategic priorities for sustainable development are shaped through open and meaningful communication with all stakeholders — both within and outside the Group. Their contribution enables us to focus on the most critical issues, as well as those where we can have the greatest impact — positive or negative.

STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
Shareholders	● General meetings (ordinary and extraordinary) ● Annual report of results ● Announcements of Group Companies on website ● Company meetings	Monthly	● Development, profitability and sustainability of the Group ● Sound corporate governance ● Future performance ● Dividend yield ● Transparency in information and business practices ● Transparency in relations with stakeholders ● Systematic risk management ● Rationalization of costs ● Expansion into new markets	● Disclosure of annual consolidated and separate financial statements ● Implementation and compliance with "Vivartia Code of Conduct" ● Implementation and compliance to the "Group's Code of Business Ethics"
Administration	● Company meetings ● Meetings between Senior Management and employees	Monthly	● Proper corporate governance ● Development and advancement ● Achievement of personal and team goals ● Health and safety	● Establishment of evaluation system ● Provision of additional benefit packages ● Open-door policy implementation

2The results of the Double Materiality Analysis conducted in 2021 were incorporated into the GOODY'S | everest ESG Report 2022.

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STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
Employees	● Meetings between Senior Management and employees ● Evaluation and performance system ● Inter-departmental meetings ● Employee satisfaction surveys ● Complaint boxes	Daily	● Remuneration ● Benefits ● Development and advancement ● Equal employment opportunities ● Working conditions ● Recognition, training, inclusion professional and personal development ● Achievement of personal and team goals ● Time management ● Health and safety ● Participation in voluntary activities	● Implementation of a certified Health and Safety Management at work System (ISO 45001) ● Establishment of evaluation system ● Provision of additional benefit packages ● Open-door policy
Partners - Franchisees	● Store development department ● Regular meetings with representatives of the Group's companies ● Franchisors' association ● Companies' websites ● Franchisors' reports ● Conferences and events ● Franchisee conferences ● Advertising and publicity to attract new franchisees	Daily	● Trust, reliability and long-term cooperation ● Return on investment ● Profitability and sustainability of stores ● Maintaining and enhancing the value of the brand in which they invest ● Reputation and image ● Competition ● Prices and sales increase ● Consumer expectations and perceptions ● Company profits and depreciation ● Improving cooperation in general and financial results in particular ● Continuous reporting, training and exchange of information ● Ongoing cooperation support with all Group departments ● Market share growth ● Amount of Group investments	● Every store chain has an operating and product manual regarding operation and product specifications ● Staff training for all positions ● Frequent renewal of product catalogue in accordance with market trends and needs ● Cooperation with selected and certified suppliers ● Provision of consulting, support and guidelines

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STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
Customers **B2B Customers**	● Personal contact through the Group's sales teams and continuous support aiming at market development ● Meetings ● Correspondence ● Exhibitions ● Presentations and promotional material ● Promotional activities ● Annual partner evaluations ● Participations in partner events	Daily	● Quality of raw materials and end products ● Safe and innovative products ● Production standards and labelling ● Commercial and pricing policy ● Payment methods ● Timely delivery of products ● Promotional activities, benefits and discounts ● Prompt service ● Complaint management ● Information campaigns ● Frequent press releases, communication and reports regarding new products or services launched by the Group's companies ● Responsible marketing ● Credits ● Stocks and return policies ● Availability and development of new products	● Quality control of raw materials and products ● Implementation of a quality assurance system ● Sound stock management aiming at timely delivery ● Development of new products

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Customers **End consumers**	● Official websites of Group companies ● Social Media ● Mobile apps ● Personal contact with store staff ● Inquiry and complaint system ● Market surveys ● Promotions ● Advertising material and price lists	Daily	● Quality and safety of raw materials and final products ● Promotions and discounts ● Public health regulations ● Consistent quality of products and services across all stores ● Value for money ● Prompt service and response to any complaints and inquiries about the products ● Sending information leaflets ● Corporate responsibility ● Innovative products and services ● Store staff behavior	● Quality control of raw materials and products ● Implementation of a quality assurance system ● Department for inquiries and complaints ● Continuous training of store staff ● Development of new products ● Store renovation ● Compliance with GDPR ● Development of innovative services ● Development of innovative brands ● Discounted prices and promotions on consumer products

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Suppliers	• Group Procurement Department • Regular meetings and communication • Accounting Department responsible for financial issues • Invoicing systems • Annual evaluation of suppliers' performance • Participation in exhibitions • Sie visits and evaluations • Promotion platforms • Presentations and research on new products • Monthly dispatch of commodities table for the constant update of raw material prices • Legislative provisions and updates in cases of changes in materials, etc.	Daily	• Maintenance and expansion of cooperation • Quality of raw materials • Timely payment and payment methods • Respect of agreements (quality of materials, quantities, price, deliveries) • Compliance with specifications – labelling • Compliance with industry standards • Customer reliability and profile • Growth and expansions • Cooperation terms • Fair and objective evaluation of suppliers • Pricing and credit policy • Support of local suppliers • Contract quantity forecasts • Demand for long-term contracts where possible • Annual evaluations and inclusion in the list of approved partners	• Promotion of actions for sustainable development and for improving the competitiveness of Greek dairy livestock farming." • Provision of technical support, training days • Ensuring contact between producers and the scientific community

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State - Regulatory authorities	● Legal department ● Digital economy ● Public services and authorities ● Associations and chambers ● Inspections and audits ● Participation in consultation committees ● Events ● Collective bodies ● Organization's website ● Media	Monthly	● Respect for legislation requirements ● Compliance with the legislation (national and European) and ISO system standards ● Respect for legitimacy ● Taxation ● Environmental issues ● Employment and social issues ● Health and Insurance issues ● Profitability ● Management of legislative and regulatory requirements ● Transparency and development ● Good corporate practices ● Management of changes ● Employment offer	● Full compliance with legislation
Civil Society *(NGOs, foundations, universities, etc.)*	● Communication with local authorities ● Customer service ● Communication via marketing activities ● Market research ● Official website ● Social media ● Mass Media ● Personal contact with employees ● Communication with store staff ● Communication with the request and complaint management teams of the Group's companies	Daily	● Support of employment through recruitment and creation of job opportunities ● Transparency ● Responsibility and honesty ● Social and environmental awareness ● Food donations ● Support and funding of activities and sponsorships ● Direct contact and continuous cooperation	● Job creation ● Support of susceptible social groups ● Voluntary activities of employees ● Sponsorships

STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
Civil Society *(NGOs, foundations, universities, etc.)*	● Voluntary activities ● Cultural events ● Press releases ● Letters ● Invitations to the Group's Management and executives to participate in events			
Media	● Press conferences ● Press releases ● Publications and press communications ● Meetings with media representatives	Daily	● Ensuring correct and timely information ● Sharing information regarding Group's products ● Access to important information	● Brands & corporate website ● Sustainability report
Banks/ Investors	● Meetings with Group representatives ● Correspondence	--	● Sustainability ● Liquidity ● Strategic planning	● Disclosure of annual consolidated and separate financial statements
Rating Agencies	● Meetings with representatives of the Group ● Correspondence	When it is necessary	● Sustainability ● Strategic planning	● Disclosure of annual consolidated and separate financial statements

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Double Materiality Methodology

Comprehension

A Understanding the Group's business model, targets and priorities, Understanding the Group's business model, targets and priorities.

B Overview of industry/international guidelines and standards and comparative evaluation of similar companies.

C Identification of key business activities, relationships, and stakeholders, including both upstream and downstream operations, as well as the Group's own operations, and mapping of the Group's value chain.

Identification

Impact Materiality

A Preparation of a stakeholder engagement plan in the process of identifying the company's impacts, risks and opportunities.

B Identification and validation of negative and positive, existing and potential impacts of the Group on the environment, society, and the economy, through understanding of business activity, alignment with sectoral/international standards and peer organizations, as well as through value chain mapping.

Financial Materiality

C Recognition of financial effects related to the Group's material topics, following consultation with the relevant working groups internally

D Identification of risks and opportunities that have or may have a significant effect on the Group's cash flows, performance, or value.

Assessment

Impact Materiality

A Conducting workshops with internal stakeholders

Financial Materiality

B Assessing the magnitude of risks or opportunities arising from the interactions of all external factors and related to the company's financial performance

Prioritization

A Prioritization of material issues according to the evaluation and scoring of validated impacts, risks and opportunities.

B Setting a minimum threshold for creating the list of the material topics.

C Integration of material issues in the 2024 Sustainability Report.

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Evaluation criteria on Impacts, Opportunities and Risks

Impacts rating

A sustainability topic is considered material in terms of impact when it may have existing (or potential), positive or negative effects on people or the environment in the short, medium, or long term (short-term, medium-term or long-term). These impacts may be related to the Group 's activities or to its partners, products, and services.

Impact assessment is based on two (2) key dimensions:

○ **Severity,** which is evaluated based on:

● **Scale:** the magnitude of the positive or negative impact.

● **Scope:** the number of people or the extent of the environmental footprint affected.

● **Irremediable character:** the ability to restore the damage or condition.

○ **Likelihood:** the estimation of how likely the impact is to occur.

Opportunities and Risks rating

Similarly, a sustainability topic is material from a financial perspective when it may have a significant impact on the company's financial condition. This applies when it creates risks or opportunities that affect(or are reasonably expected to affect) performance, cash flows, access to financing, or cost of capital.

Financial materiality is assessed based on:

○ **Magnitude:** the intensity of the impact on financial statements.

○ **Likelihood:** the probability of the risk or opportunity occurring.

Double materiality results
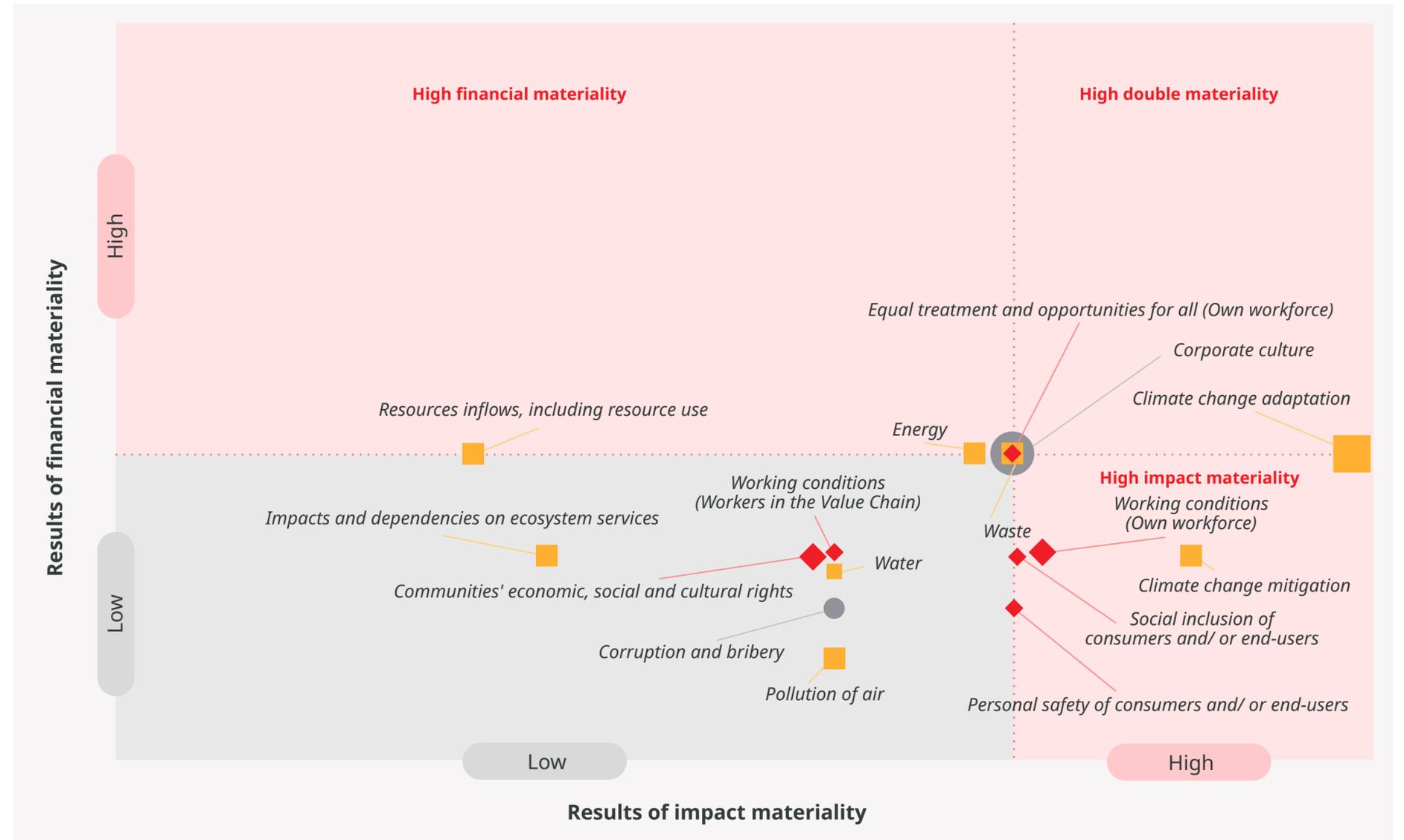
Note: The topics displayed in the pink box are important for the GOODY'S | everest Group.

■ ENVIRONMENTAL   ◆ SOCIAL   ● GOVERNANCE

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Ranking of material topics

IMPACT MATERIALITY

ESG PILLARS		RANKING OF SUSTAINABILITY TOPICS	
Material topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E1 - Climate Change	● Climate change adaptation	
		● Climate change mitigation	
	E5 - Circular economy	● Resource outflows related to products and services	
		● Waste	
Society	S1 - Own workforce	● Working conditions	
		● Equal treatment and opportunities for all	
	S4 - Consumers and end- users	● Social inclusion of consumers and/ or end-users	
		● Personal safety of consumers and/or end-users	
Governance	G1 - Business Conduct	● Corporate culture	
Other topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E1 - Climate Change	● Energy	
	E2 – Pollution	● Pollution of air	
	E3 – Water and Marine Resources	● Water	
	E4 – Biodiversity and Ecosystems	● Impacts and dependencies on ecosystem services	
	E5 - Circular economy	● Resources inflows, including resource use	
Society	S2 – Workers in the Value Chain	● Working conditions	
	S3 – Affected Communities	● Communities' economic, social and cultural rights	
Governance	G1 – Business Conduct	● Corruption and bribery	

FINANCIAL MATERIALITY

ESG PILLARS		RANKING OF SUSTAINABILITY TOPICS	
Material topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E1 - Climate Change	● Climate change adaptation	
		● Energy	
	E5 - Circular economy	● Resource outflows related to products and services	
		● Waste	
Society	S1 - Own workforce	● Working conditions	
Governance	G1 - Business Conduct	● Corporate culture	
Other topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E1 - Climate Change	● Climate change mitigation	
	E2 – Pollution	● Pollution of air	
	E3 – Water and Marine Resources	● Water	
	E4 – Biodiversity and Ecosystems	● Impacts and dependencies on ecosystem services	
	E5 - Circular economy	● Resources inflows, including resource use	
Society	S1 - Own workforce	● Equal treatment and opportunities for all	
	S2 – Workers in the Value Chain	● Working conditions	
	S3 – Affected Communities	● Communities' economic, social and cultural rights	
	S4 - Consumers and end- users	● Social inclusion of consumers and/ or end-users	
		● Personal safety of consumers and/ or end-users	
Governance	G1 – Business Conduct	● Corruption and bribery	

DOUBLE MATERIALITY

ESG PILLARS		RANKING OF SUSTAINABILITY TOPICS	
Material topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E1 - Climate Change	● Climate change adaptation	
		● Climate change mitigation	
		● Energy	
	E5 - Circular economy	● Resources inflows, including resource use	
		● Resource outflows related to products and services	
		● Waste	
Society	S1 - Own workforce	● Working conditions	
		● Equal treatment and opportunities for all	
	S4 - Consumers and end- users	● Social inclusion of consumers and/ or end-users	
		● Personal safety of consumers and/ or end-users	
Governance	G1 - Business Conduct	● Corporate culture	
Other topics			
	Sustainability topic	Sustainability sub-topic	
Environment	E2 – Pollution	● Pollution of air	
	E3 – Water and Marine Resources	● Water	
	E4 – Biodiversity and Ecosystems	● Impacts and dependencies on ecosystem services	
Society	S2 – Workers in the Value Chain	● Working conditions	
	S3 – Affected Communities	● Communities' economic, social and cultural rights	
Governance	G1 – Business Conduct	● Corruption and bribery	

1 Shaping a resilient organization

Creating value through robust corporate governance, sustainable practices and transparency

This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING   **4** QUALITY EDUCATION   **8** DECENT WORK AND ECONOMIC GROWTH   **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE   **12** RESPONSIBLE CONSUMPTION AND PRODUCTION   **16** PEACE, JUSTICE AND STRONG INSTITUTIONS   **17** PARTNERSHIPS FOR THE GOALS

Alignment with the Principles of the UN Global Compact

PRINCIPLE 1   PRINCIPLE 2   PRINCIPLE 10

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GRI 2-23   ESRS 2 GOV-4   ESRS MDR-P   ESRS G1-1

The management of the **GOODY'S | everest Group** is based on a well-defined corporate governance framework, which ensures the smooth operation of the organization and strengthens collaboration with all stakeholders. Transparency, regulatory compliance, and business ethics are fundamental pillars of our corporate culture.

Policies

Anti-bribery and Anti-Corruption Policy (HC & OC)

Information Security Policy

Vivartia Group Code of Business Conduct & Group Code of Business Ethics

Issues

- Investigation and management of complaints against bribery and corruption

- Cyber security and Data Protection

- Confidentiality
- Competition
- Corporate responsibility
- Occupational Health and Safety
- Asset Protection
- Anti-Corruption
- Transparency and Integrity
- Conflict of Interests
- Business Conduct
- Data Protection
- Information Systems Security

Policies

Supplier Code of Conduct for Stores

Responsible Sourcing Policy

Business Continuity Policy (HC & OC)

Issues

- Supplier Code of Conduct &
- Buyer-Supplier Relationships
- Bribery, Corruption & Undue influence
- Confidentiality & Data Protection, Information Security
- Conflict of Interest, Transparency & Integrity, Competition
- Environmental Criteria
- Social Criteria, Occupational Health & Safety
- Human Rights & Labor Standards

- Responsible Sourcing (environmental and social issues)

- Business Continuity

Corporate Governance principles provide the guidelines for achieving corporate targets, ensure the implementation of monitoring and assessment for potential risks, and guarantee transparency of effective control in the exercise of management, satisfying the legitimate interests of our stakeholders.

GRI 2-15 | GRI 2-16 | GRI 2-24 | GRI 2-26 | GRI 2-27 | GRI 205-1 | GRI 205-2
GRI 205-3 | GRI 206-1 | ESRS 2 GOV -2 | ESRS 2 GOV-4 | ESRS MDR-P | ESRS 2 SBM-3
S1-3 | S1-17 | S4-3 | S4-4 | G1-1 | G1-3 | G1-4

4 QUALITY EDUCATION · 8 DECENT WORK AND ECONOMIC GROWTH · 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We implement anti-corruption practices

The **GOODY'S | everest Group**, along with its subsidiary companies, follows best practices against bribery and corruption and take preventive measures to mitigate conflicts of interest. In conjunction with established policies, procedures and regulations, the **GOODY'S | everest Group** abides by the revised Vivartia Group Code of Conduct, which describes the collective responsibilities and highlights the expected behavior from all our employees and partners.

In addition to the Vivartia Group Code of Conduct, the Group has also developed a Supplier Code of Conduct, the key elements of which include addressing corruption and bribery practices.

The **GOODY'S | everest Group** regularly informs its partners about the provisions and commitments arising from the Code of Conduct to ensure they are in full alignment with the values and principles of the Group.

Both Olympic Catering and Hellenic Catering have relevant policies in place and have been certified according to the international **ISO 37001 certificate against bribery and corruption.**

Code of Conduct

The GOODY'S | everest Group adheres to Vivartia Group Code of Business Conduct & Group Code of Business Ethics and is committed to legal and ethical practices, in compliance with applicable national and international regulations.

Responsible to monitor that the code of conduct is properly applied, is the Human Resources Department in collaboration with relevant departments, which are in continuous communication with the employees to immediately resolve potential complaints, manage proposals regarding the improved implementation of the Code's practices and prevent conflicts of interest.

Respect for human **dignity**

Values and principles of the Code of Business Conduct

Innovative and encouraging initiatives

Creation of a safe and healthy work environment
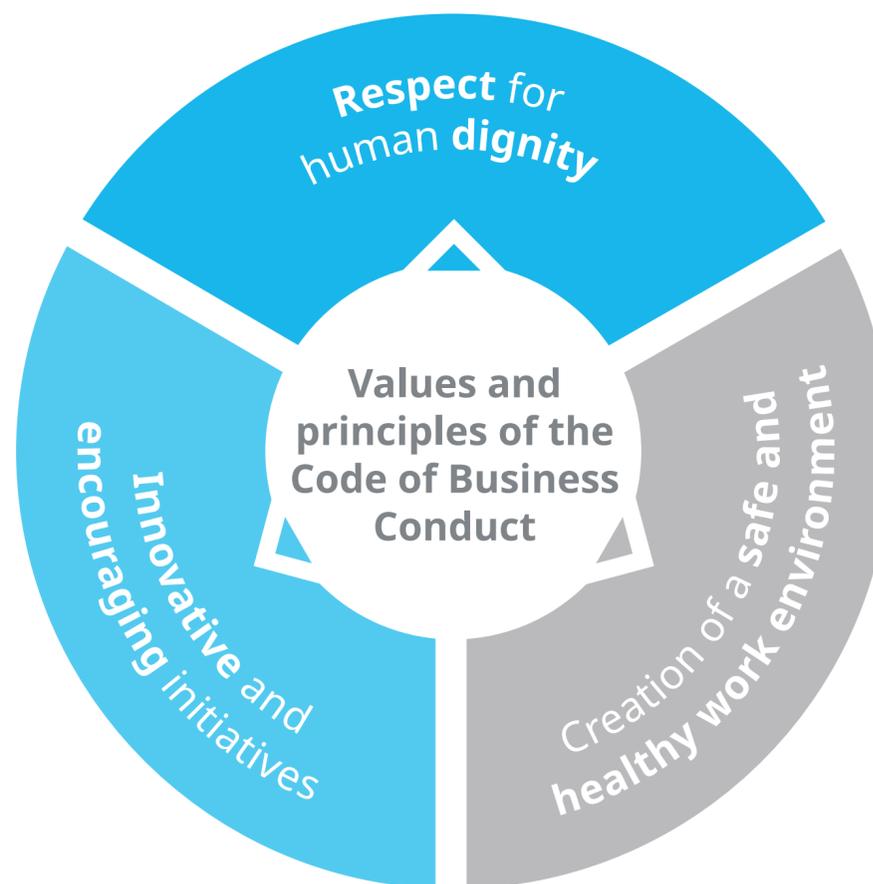
Internal audit and risk management

In compliance with the established security measures of the Group, the Internal Audit Department carries out regular and unscheduled audits every year and presents their results to the Vivartia Group Audit Committee every three (3) months.

To avoid exposure of the Group to risks, management identifies, assesses and prioritizes potential business and operational risks through the preparation of a comprehensive Risk Assessment.

The GOODY'S and everest Financial Report 2024 contains further information on business risks.

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Managing transparency and corruption issues

The Group Code of Business Conduct & Code of Business Ethics lays down rules and guidelines regarding the acceptance of business gifts and the prevention of any bribery and corruption by our Group's employees. Transactions with suppliers are conducted in accordance with the Code of Conduct for Suppliers and Partners.

100% of members of management and supervisors have been appropriately informed and trained on the Group's anti-corruption policy.

0 confirmed cases of corruption.

0 legal cases for anti-competitive behavior and violations of the antitrust and monopoly legislation.

19 business operations were assessed for risks related to corruption

Avoidance of conflict of interest

Recognizing the negative consequences that may arise from conflicts of interest, the Group aims to prevent and avoid such incidents in order to maintain relationships based on trust between all stakeholders.

Conflict of interest issues include the rules and barriers to the recruitment and employment of relatives, issues regarding the exercise of parallel business activities, as well as the framework for managing confidential information.

In 2024, there were no confirmed incidents of corruption that resulted in the dismissal or disciplinary action of employees, the termination or non-renewal of cooperation with external partners, nor was there any public legal case against the Group or its employees related to corruption.

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GRI 418-1   ESRS S4-3   S4-4   8 DECENT WORK AND ECONOMIC GROWTH   9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Management of Internal Complaints

The Group, through its related policies and procedures, has established committees that manage any internal complaints or reports addressing concerns of non-compliance that are notified to the Board of Directors on a case-by-case basis. These committees consist of members with the appropriate knowledge and skills. Moreover, it is explicitly stated that complaints/reports are handled with complete confidentiality and transparency, with no fear of retaliation.

Employees are encouraged to submit their complaints either anonymously or with their identity disclosed, through the appropriate channels (phone call, physical presence, email or mail) to specific individuals within the organization, or in the complaint boxes located on company premises. The Internal Audit Department reviews the company's procedures and policies for effectiveness based on a planned audit program at various levels of the Group. In addition, they are updated by the Internal Audit Department in collaboration with the relevant departments.

When a complaint is identified or submitted, the collection, processing and forwarding of the complaint to the proper departments is ensured, where it is evaluated, reviewed and resolved by taking all appropriate corrective actions in collaboration with all the departments involved.

During 2024, no incidents of non-compliance with laws and regulations were recorded and no relevant fine were imposed on the Group. There were also no incidents of non-compliance with laws/regulations in the social and economic sector and no fines or non-monetary penalties were imposed.

We recognize the importance of protecting personal data and cyber security

Our Group strengthens security and protects human rights by adhering to all guidelines and practices related to the protection of personal data, in accordance with the General Data Protection Regulation (GDPR) effective since May 25, 2018.

In 2024, the Group received no complaints or reports regarding personal data breaches, nor was there any data leak, theft or loss of customer data.

The Compliance Committee, which collaborates with an external partner specializing in personal data issues, is responsible for the coordination and oversight of all Group activities. The Committee reports to the Board of Directors, consists of specialized professionals of the Group and operates according to specific Rules of Operation.

> We have policies in place and implement an ISO 22301-certified Business Continuity Management System as well as an Information Security Management System based on ISO 27001 at Olympic Catering and Hellenic Catering.

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Achieving robust business continuity

The development of a comprehensive business continuity strategy is essential for ensuring the smooth operation of any organization, operating in a "multi-crisis" environment.

Preparing to address future challenges, not only helps identify potential risks and their impact on our business operations but also serves as a critical competitive advantage across all aspects of our activities.

For this reason, our production units, **Hellenic Catering** and **Olympic Catering**, are ISO 22301 BCMS certified. Furthermore, we consistently integrate related policies and practices into the organization's overall business plan to continuously enhance the protection of our business operation.

We invest in Digital Transformation

In 2024, the Group is implementing its digital transformation plan by introducing new technologies such as RPA (Robotic Process Automation) to automate repetitive tasks. The aim is to improve efficiency and create a digital environment that supports real-time decision-making and enhances the overall customer experience.

Beyond the adoption of new technologies, digital transformation involves reshaping our organizational culture, contributing to employer branding— thus creating an attractive environment that facilitates talent attraction and retention. A key objective of the digital transformation strategy is to strengthen the organization's resilience over time, by combining technological innovation with employee empowerment to embrace a new way of working.

The digital transformation project includes the use of technologies, such as RPA (Robotic Process Automation) for automating repetitive tasks, data analytics tools for decision-making based on real-world data and market trends and the development of advanced security systems to enhance cybersecurity.

Our vision is to establish a robust information management model, with the new ERP system at its core, which combined with the operation of a unified data warehouse, will serve as the "single point of truth" for all Group data. By simplifying and centralizing processes, and ensuring access to accurate and reliable information, we aim to fully leverage our valuable know-how and experience, safeguarding the enduring value of our contribution.

At the same time, the Group is making dynamic investments in the integration of smart technologies, aiming to further enhance performance, accuracy, and real-time data analysis capabilities, improving the daily experience of employees and customers.

In 2024, a total of 215 hours of discussions across 73 workshops were conducted, with the participation of numerous executives, to identify the Group's core needs and requirements for the new ERP system, creating the foundation for the successful design and implementation of this strategically important project.

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GRI 2-6   GRI 204-1   ESRS 2 SBM-1

3 GOOD HEALTH AND WELL-BEING   8 DECENT WORK AND ECONOMIC GROWTH   12 RESPONSIBLE CONSUMPTION AND PRODUCTION   17 PARTNERSHIPS FOR THE GOALS

Assuring a responsible and sustainable supply chain

Our goal is to put in place a sustainable supply chain that will mitigate social and environmental risks, and at the same time serve as a guide for values and success at a business and social level, ensuring the supply of raw materials, products and services in a more responsible and sustainable manner.

The main suppliers of the **GOODY'S | everest Group** are evaluated annually ensuring their compliance with European and national regulations, the relevant legislation and the quality criteria that have been set and integrated into our processes.

Furthermore, the Group considers the implementation of due diligence practices with its suppliers, regarding selected ethical issues.

Evaluation criteria for prospective suppliers

- Existence of a documented and/ or certified Environmental Management System according to the ISO 14001 standard
- Recommendations
- History of long-term cooperation with the supplier/ subcontractor
- Certified Occupational Health and Safety Management System at work (ISO 45001)
- Inspection of supplier premises
- Certified **Quality Management Systems (ISO 9001)**
- Annual score based on criteria and weighting factors for each department participating in the evaluation
- Reliability of supplier in the market
- Certified **Food Safety Management System (ISO 22000)**

As part of our ESG strategy, we have already launched the process of enhancing our supplier evaluation system, with the aim of assessing their performance on environmental, social and governance issues. The assessment will be carried out through questionnaires, that include specific questions about sustainable development as well as key performance indicators (KPIs) related to our defined ESG objectives.

It is worth noting that in our Group **we ensure the supply of sustainable raw materials:**

100% eggs from free range hens

0% use of GMOs in all Group products

0% detection of antibiotics and growth factors in beef

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Separation of Suppliers into Domestic, Local & International

FOR HELLENIC CATERING

Local:
Suppliers in the headquarters of the factory (Thessaloniki)

Domestic:
Suppliers beyond Thessaloniki

International:
Suppliers in other countries

FOR OLYMPIC CATERING

Local:
suppliers who deliver only to a specific county-region

Domestic:
suppliers who deliver around Greece

Breakdown of the number of Group's suppliers by category

- LOCAL SUPPLIERS
- DOMESTIC SUPPLIERS
- INTERNATIONAL SUPPLIERS

49% 2% 49%
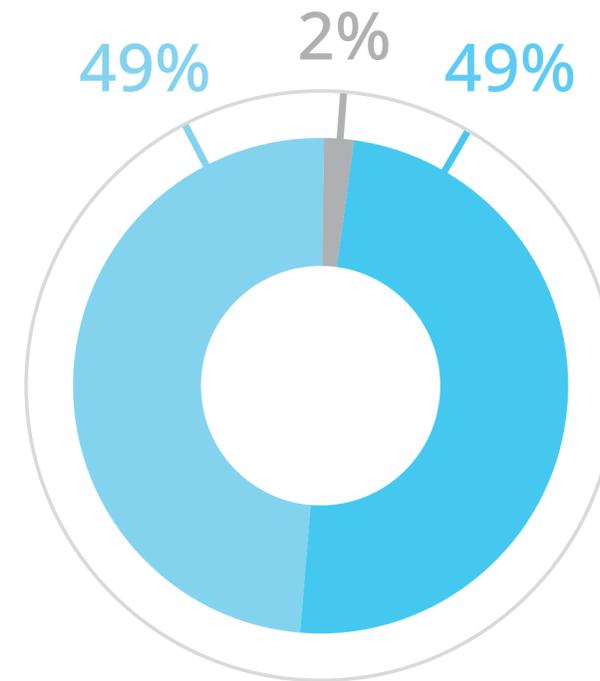
>98% of total **suppliers** are **domestic and local** suppliers.

85% of the total purchases relate to **local and domestic** suppliers.

Allocation of total value to suppliers (€)

LOCAL SUPPLIERS
20,593,034

DOMESTIC SUPPLIERS
79,817,910

INTERNATIONAL SUPPLIERS
17,390,942

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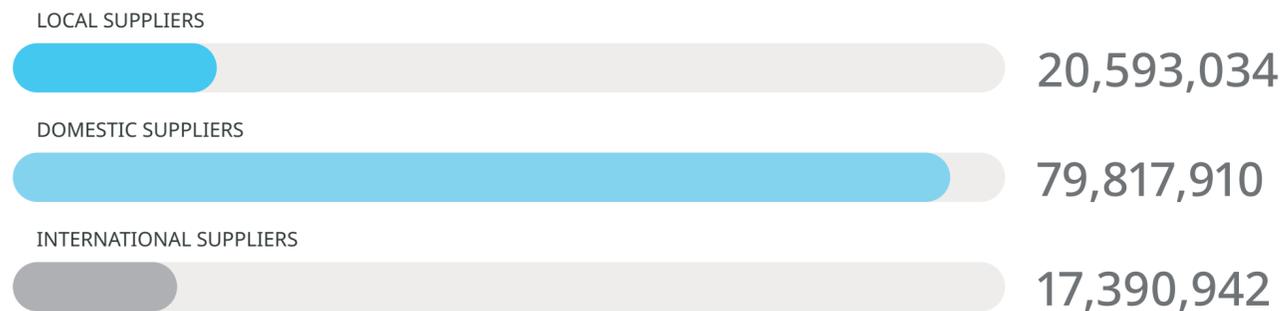
The Group has launched the process of enhancing the supplier evaluation system, with the aim of assessing their performance on environmental, social and governance issues.

The evaluation will be carried out through questionnaires that include specific questions about sustainable development and key performance indicators (KPIs) related to our defined ESG objectives.

In 2024, the Group's Sustainable Procurement Framework was implemented, initiating the application of due diligence practices for the Group's suppliers regarding selected ethical issues.

Specifically in 2024:

25 suppliers attended the ESG training seminar organized by the Group in collaboration with partner with specialized knowledge.

" **In 2024, the Group's total purchases** from local suppliers **increased by 7,1%,** and from domestic suppliers **by 18,4%,** compared to 2023. "

To promote responsible practices aligned with the Group's strategy, **GOODY'S | everest** regularly holds meetings with its Procurement and Purchasing departments, as well as with its suppliers. These meetings aim to ensure a thorough understanding of the Group's commitments and expectations.

The initiative aims to establish a continuous dialogue platform with procurement/purchasing departments and suppliers, fostering internal and external collaboration and facilitating the exchange of best practices among stakeholders.

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Enhancing transparency and reliability in ESG issues

The Group is committed to strengthening transparency and reliability in ESG matters by integrating its sustainability strategy into its business and operational model. Responsibility for monitoring progress and achieving ESG targets lies with the ESG Committee, which approves relevant reports and ensures compliance with environmental, social, and corporate governance principles.

In 2024, the ESG Committee coordinated the data collection and submission process, which was instrumental in the Group being awarded the **Gold Recognition Level by EcoVadis**. This distinction was granted to the Group in March 2025, while already in 2023, the Group had received the Silver Recognition Level, confirming the Group's continuous improvement in sustainability performance through responsible business operations.

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Governance Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
BUSINESS OPERATION					
Total number of incidents of non-compliance with laws and regulations	-	**0**	0	2-27	ESRS 2 SMB-3 E2- 4, S1-17, G1-4
Total number of fines	-	**0**	0		
Operations assessed for risks related to corruption	-	**19**	-	205-1	G1-3
Percentage of members of management that have been trained on the anti-corruption policy/ procedures	-	**100%**	100%	205-2	G1-3
Percentage of supervisors that have been trained on the anti-corruption policy/ procedures	-	**100%**	100%		
Percentage of employees informed about the anti-corruption policy/ procedures	-	**100%**	-		
Percentage of management members trained in anti-corruption	-	**100%**	100%		
Percentage of department heads trained in anti-corruption	-	**100%**	100%		
Percentage of employees trained in anti-corruption	-	**100%**	-		
Confirmed incidents of corruption and bribery	-	**0**	0	205-3	G1-4
Number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	**0**	0	206-1	-
Total number of substantiated complaints concerning breaches of customer privacy	-	**0**	0	418-1	S4-3 S4-4
Total number of identified leaks, thefts, or losses of customer data	-	**0**	0		
Number of incidents of non-compliance with laws/regulations in the social and economic sector and significant fines or non-monetary sanctions	-	**0**	0	419-1	-

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Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
SUPPLY CHAIN					
Percentage of spending on local suppliers	-	**17%**	19%	204-1	-
Percentage of spending on domestic suppliers	-	**68%**	65%		
Percentage of spending on international suppliers	-	**15%**	16%		
Percentage of local suppliers	-	**49%**	50%		
Percentage of domestic suppliers	-	**49%**	47%		
Percentage of international suppliers	-	**2%**	3%		
Number of suppliers who participated in the ESG seminar	-	**25**	>50		
Number of suppliers who have signed the Supplier Code of Conduct	-	**-**	70+		
Percentage of raw materials used in plant-based products sourced from Regenerative Agriculture	-	**-**	50%		
Percentage of GMO use in all Group products	-	**0%**	0%		
Percentage of eggs from cage-free hens	-	**100%**	100%		
Percentage of spending on local suppliers	-	**0%**	0%		

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Group ESG Highlights

15.9% increase vs 2023 in total purchases from local and domestic suppliers

98% of suppliers are domestic and local suppliers

2

Offering great food and excellent services

Investing in innovation, offering diverse choices, raising awareness
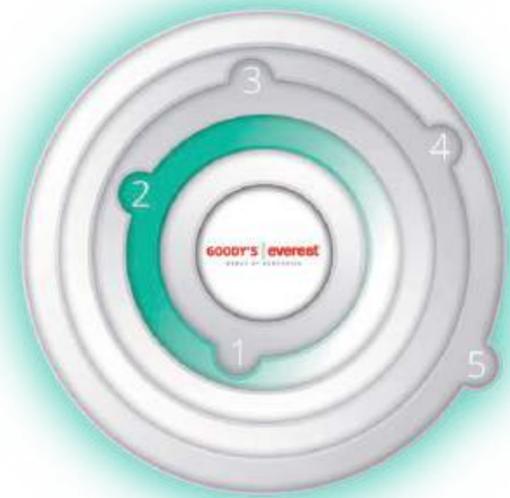
This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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GRI 2-23   ESRS 2 GOV-4   ESRS MDR-P   ESRS G1-1   ESRS S4-1

Providing great food and innovative, high-quality services are fundamental to our business model and a key pillar of our ESG Strategy. **Our aim is to offer a wide variety of tasty and safe products to ensure that all our customers' nutritional needs are met.** In addition, we continuously improve and enhance our services through the use of technology.

In 2024, the implementation of the updated Sustainable Consumption Policy and Food Safety & Quality Policy continued, both of which had been revised the previous year. These policies strengthen the Group's responsibility framework and ensure compliance with the highest standards of quality and safety.

Policies   Issues

Food Safety and Quality Management Policy
- Customer Health & Safety

Sustainable Consumption Policy
- Product Labeling and Consumer Communication
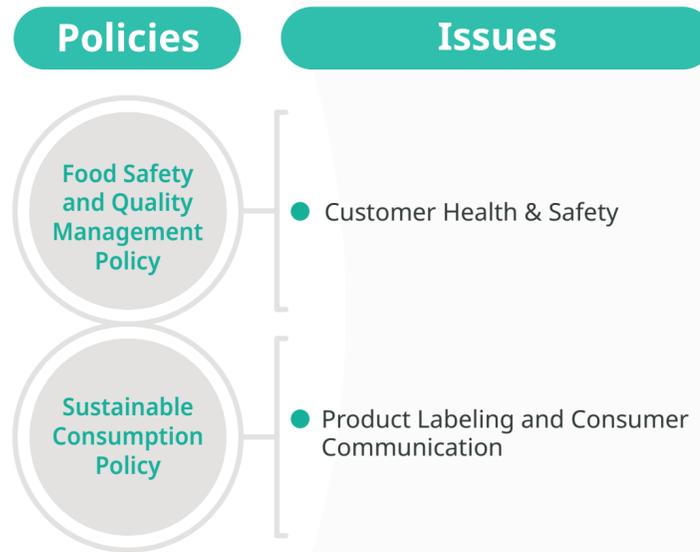
Key Initiatives Promoting Sustainable Consumption

- Voluntary commitments

- Responsible marketing

- Dialogue and collaboration with key stakeholders

- Providing incentives to encourage sustainable consumption

- Informing and raising awareness among stakeholders

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FP5   ESRS S4-4   9 INDUSTRY, INNOVATION AND INFRASTRUCTURE   12 RESPONSIBLE CONSUMPTION AND PRODUCTION
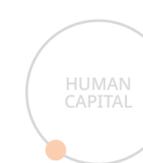
Creating value for customers and consumers through the constant improvement of our products and services

Our main focus is to **build long-term trust and loyalty among our customers**, by providing high quality and value products, and a wide range of options to meet diverse dietary preferences.

"**Innovation is a core component of the Group's philosophy** that extends across all aspects of its operation."

We regularly participate in research and innovation programs, in partnership with public universities.

In the **"Vegan Menu"** category, a new burger—the **"Vurger"**—will be introduced, replacing the existing **"Meat Free"** burger. The recipe of the new burger will feature an **innovative vegan patty,** developed following **three (3) years of research** under the **ESPA "Research–Create–Innovate"** program, through the remarkable collaboration between the **Product & Concept Development** and **Quality Assurance** departments of **Hellenic Catering**, the **School of Chemical Engineering of NTUA**, the **Department of Dietetics–Nutrition of Harokopio University**, and the **Department of Biological Applications & Technology of the University of Ioannina**. The result is a flavorful product of **high nutritional value**, suitable for a **vegan diet**.

More specifically:
Nowadays, the **replacement of meat** and the search for **alternative protein sources** to maintain dietary balance is more important than ever. A key source of alternative proteins is **legumes**, which contain a high amount of **high-purity protein**, along with other beneficial nutrients for the human body. The new tasty **vegan patty** by **Goody's Burger House**, a pioneering **high-nutritional-value burger product**, was created from **simple plant-based ingredients (e.g. pleurotus & portobello mushrooms**) and **legumes** (e.g. **chickpeas, yellow split peas, lupin beans**),

which provide the necessary **protein**, while **beetroot** and **olive oil** offer a juicy texture and appetizing color.
It is worth noting that the value of this vegan **patty** also has **ecological dimensions**—among others—due to its significant **legume content**: in terms of environmental footprint, **legume cultivation** is particularly efficient and has been proven to contribute to **soil improvement**.
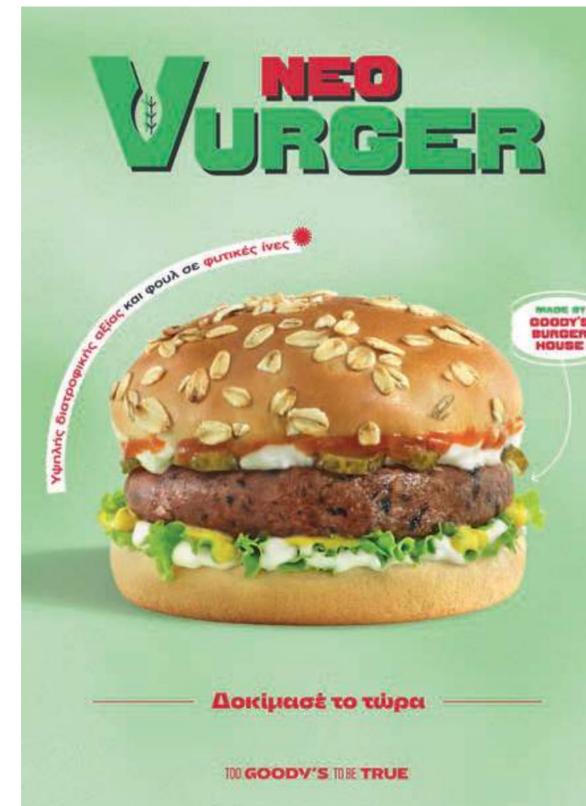
everest continued to invest in the **Power Meals** category, a product line of high nutritional value, designed to promote a more **balanced diet**, fully integrated into the demanding daily routine of the modern lifestyle.

In 2024, we evaluated

582

ingredients and finished products.

82 **new products**

were developed from the combination of existing and new ingredients.

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Use of technology to upgrade our services

Technology is a driving force behind the growth of our Group, significantly contributing to service improvement and elevating the overall customer experience. Through technology, we build stronger connections with our customers, boosting loyalty and overall satisfaction.

"Our priority remains to ensure the **fastest and as contactless** as possible transaction with the customer, adding value to every purchase."

As part of our ongoing efforts to improve the **in-store customer experience**, we developed dedicated software and installed **digital ordering kiosks** across the **Goody's store network.**

These interactive ordering points help reduce service times and offer a faster, more efficient, and fully user-controlled ordering process.

Through the kiosks, customers can easily navigate our product menu, view all available options, customize their order based on their preferences, and complete the process with greater convenience. The implementation of this technology has led, at a corporate level, to an increase in average transaction value, reduction in waiting times, and improved operational efficiency within stores.

At the same time, the Group's digital sales channels were upgraded with AI (Artificial Intelligence)-powered cross-sell mechanisms, aiming to provide personalized recommendations to users, along with new payment methods that enhance the user experience and contribute to the increase in average transaction value.

Additionally, we continue to invest in strengthening the loyalty programs of our brands, constantly enriching the consumer experience with elements of entertainment, personalized communication, and offers, leveraging purchase behavior data and customer preferences to increase the relevance and value of our communication—ultimately leading to greater customer loyalty and purchase frequency.

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Customer complaints management mechanism

Channels of communication with our customers

We create value for our customers and ensure the fulfillment of their needs by offering value-added products and services. In order to reinforce honest relationships with our customers, we maintain an open line of communication for suggestions and comments, as well as for the timely resolution of potential complaints across all our business activities.

Our group provides:

Call Center

Online Chat Service

Complaint Forms in stores

Measuring **customer satisfaction** as a driver for continuous service improvement

As part of our Group's digital transformation, 2023 **"Voice of Customer"** (VoC) project was completed. This initiative aims to **consolidate all available data from every consumer touchpoint**—surveys, stores, online ordering channels, social media—to enhance the central strategic planning and decision-making process. The VoC tool leverages **Artificial Intelligence (LLM) to analyze customer feedback**, transforming every word into valuable insights and uncovering the "why" behind data and numbers.

VoC represents the next step, following on the adoption of the continuous customer satisfaction measurement through the Net Promoter Score (NPS) methodology, which identifies areas for improvement in the field, and helps design effective incentive programs for store teams. The role of the VoC tool is critical for improving targeting, maximizing customers satisfaction, and enhancing their loyalty.

Note: The Net Promoter Score (NPS) evaluates the relationship created between a company/ brand and its customers. This methodology relies on a metric that measures the percentage of customers willing to recommend the company's products or services to others.

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Focus on supporting our partners-franchisees

At the **GOODY'S | everest Group**, we recognize the value of our franchisees, those entrepreneurs who invest in our brands and contribute to their growth, both within and beyond Greek borders. Apart from being invaluable partners, franchisees remain a special category of customers, to whom we provide specialized services and support from the first step and throughout the duration of our collaboration.

Our support includes:

- Quality controls and inspections

- Guidance regarding the operation of the store and suggestions for corrective actions

- Support in accounting and legal matters

- Continuous and timely information on industry related issues

- Support during the stage of store design

- Support during the staffing process and provision of ongoing training to store employees

- Access to a large network of approved partners and suppliers, that guarantees high quality and the best possible prices of products and raw materials

- Support in the planning and implementation of local store activations and promotions

GRI 2-27   GRI 416-2   FP5   ESRS 2 SMB-3   ESRS S4-4   S1-17   ESRS G1- 4

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE   **12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Assurance of product quality and safety

Our Group prioritizes the production and distribution of high-quality products, meeting all the needs of our consumers and customers.

We thus apply rigorous standards, procedures and practices to assure the quality and safety of our products.

"The Group's production units **have been certified for their management systems**, according to international standards."

ISO 9001:   Quality Management System

ISO 22000:   Food Safety Management System

IFS: International Food Safety System (higher level score) (Hellenic Catering)

ISO 22005:   Traceability Management System (Olympic Catering – Hellenic Catering)

Halal Certification: Quality Certification Based on Religious Requirements of Islamic Law (Olympic Catering – Hellenic Catering)

TÜVNORD

IFS Food

halal italia® halalitalia.org

428 certifications of management systems in 2024

358 product quality and safety audits

Continuous theoretical, practical, and e-learning **training** for staff at production units

Two (2) fully equipped laboratories and collaboration with **three (3) accredited external laboratories** conducting chemical and microbiological analyses on a daily basis

18,575 laboratory tests annually to verify hygiene and cleanliness standards (microbiological, chemical, DNA testing, allergen detection)

No confirmed incidents of non-compliance with product hygiene and safety regulations resulting in fines or penalties, non-compliance with regulations leading to warnings or non-compliance with voluntary codes

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Video regarding Quality
Visualization of instructions for enhancing good practices

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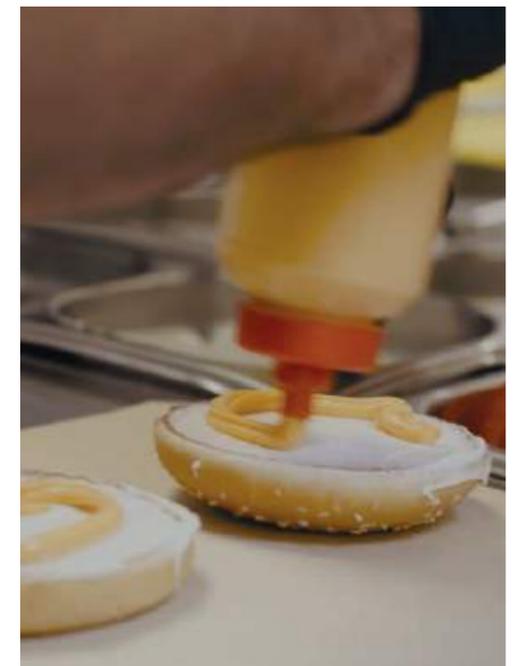
GRI 2-27 · GRI 417-1 · GRI 417-2 · GRI 417-3 · ESRS 2 SMB-3 · ESRS S1-17 · ESRS S4-4 · ESRS G1- 4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 3 GOOD HEALTH AND WELL-BEING

Responsible communication of products and services

Our Group has set responsible and transparent communication with consumers and customers as a fundamental principle, always adhering to the applicable legislative and regulatory framework that has been established regarding communication and advertising.

To ensure that our printed and electronic communication is suitable, a thorough check is conducted to ensure full compliance with applicable legislation prior to publication.

Our Participation in the **Greek Pledge**

Ensuring an "educated choice" for our customers, and especially children, is a key goal for us. For this reason, we have committed to participating in the Greek Pledge.

The Greek Pledge is an initiative by the **Hellenic Association of Food Industries (SEVT) and the Hellenic Advertisers Association (SDE), based on the European EU Pledge. The purpose is to improve the way food and drinks are advertised to children under 13 years of age, eliminating the children obesity.** The initiative is linked to the European "Farm to Fork" strategy, that promotes a healthy and sustainable nutrition.

The purpose of the Greek Pledge is to highlight the contribution of the food industry in the promotion of healthy eating habits starting from childhood.

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As part of our commitment to transparency and support of our customers in taking decisions based on their preferences, we have implemented the disclosure of the nutritional content of our products, starting from the Goody's Burger House menu.

The nutritional model (algorithm) is based on international guidelines and incorporates data from all product ingredients as well as their combinations, to precisely calculate the basic nutritional information.

To ensure proper consumer information, the Group requires that all store products include a reference to allergenic ingredients.

These details are also accessible through the Group's websites, where employees can access product information tables, including relevant details in cases of **intolerance or allergy**, along with specific information for each product specification.

For yet another year, no incidents of non-compliance with regulations regarding product information and labeling, which could result in fines or penalties, non- compliance with regulations leading to warnings, or non-compliance with voluntary codes were reported.

100%
of our major product categories are evaluated for compliance with the relevant procedures.

In compliance with Regulation **EU 1169/2011**, the **Olympic and Hellenic Catering** production units adhere to the requirements for the labeling of pre-packaged food products. This includes clear indications of nutritional information, food analysis, allergen detection, instructions for reheating and equipment settings when required, expiry date, dietary guidelines, and more.
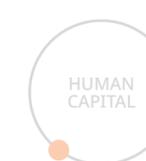
Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
PRODUCT QUALITY AND SAFETY					
Number of incidents of non-compliance with regulations concerning health and safety of products resulting in fines or penalties	-	**0**	0		
Number of incidents of non-compliance with regulations concerning health and safety of products resulting in warnings	-	**0**	0	416-2	S4-4
Number of incidents of non-compliance with voluntary codes concerning health and safety of products	-	**0**	0		
Number of management system certifications	-	**428**	388		
Number of product labelling and safety audits	-	**358**	-		
Percentage of significant audits verifying legal compliance	-	**18,575**	Thousands		
Number of fully assessed suppliers conducting chemical and microbiological analyses on a daily basis	-	**5**	2		
PRODUCT AND SERVICE COMMUNICATION					
Percentage of significant product categories covered and assessed for health impacts through verbal procedures	-	**100%**	100%	417-1	S4-4
Number of incidents of non-compliance with regulations concerning health impacts from verbal procedures resulting in fines or penalties	-	**0**	0		
Number of incidents of non-compliance with regulations concerning health impacts from verbal procedures resulting in warnings	-	**0**	0	417-2	S4-4
Number of incidents of non-compliance with voluntary codes concerning health impacts from verbal procedures	-	**0**	0		
Number of incidents of non-compliance with regulations concerning marketing communications resulting in fines or penalties	-	**0**	0		
Number of incidents of non-compliance with regulations concerning marketing communications resulting in warnings	-	**0**	0	417-3	S4-4
Number of incidents of non-compliance with voluntary codes concerning marketing communications	-	**0**	0		

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Group ESG Highlights

0 incidents of non-compliance with regulations regarding product and service information and labeling, resulting in fines or penalties, non-compliance with regulations resulting in warnings, or non-compliance with voluntary codes.

428 management system certifications achieved in 2024.

New products with high-nutritional-value and integration of technologies aimed at enhancing services.

3 Growing a responsible business with dedicated people

Placing people at the core of our actions
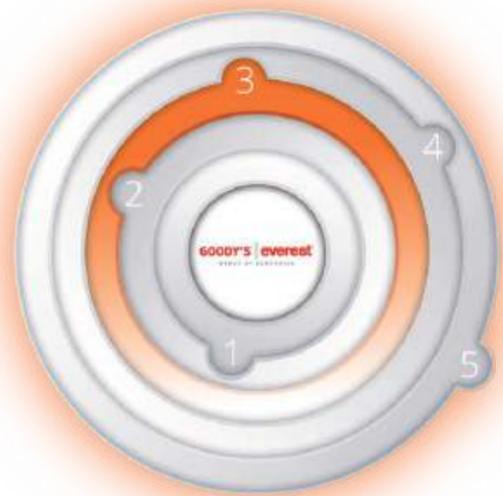
This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:

| 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS |

Alignment with the Principles of the UN Global Compact

PRINCIPLE 1   PRINCIPLE 2   PRINCIPLE 3   PRINCIPLE 4   PRINCIPLE 5   PRINCIPLE 6

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GRI 2-23   ESRS 2 GOV-4   ESRS MDR-P   ESRS G1-1   ESRS S1-1

At **GOODY'S | everest Group**, we recognize that our people are at the core of our success and growth. Guided by the principle of continuous and holistic improvement of our working environment, **we consistently update the Group's relevant policies, following internationally recognized best practices.**

Policies	Topics
Employees Health & Safety Policy	● Health & Safety of Employees
Policy combating Violence & Harassment	● Violence & Harassment
Diversity, Equity & Inclusion Policy	● Diversity, Equity & Inclusion

Policies	Topics
Internal Complaints Management Policy	● Management of Internal Complaints
Human Rights Policy	● Human Rights (employees & external stakeholders) ● Child & Forced Labor
Employee Labour Practices Policy	● Working Conditions ● Development and Advancement of Human Capital ● Labor Relations

"Each member of our team has equal opportunities for advancement and skill development within an inclusive working environment."

GRI 2-7   GRI 401-1   GRI 405-1   GRI 405-2   ESRS 2 SBM-1
ESRS S1-6   S1-9   S1- 12   S1-16   ESRS 2 GOV-1

4 QUALITY EDUCATION | **5 GENDER EQUALITY** | **8 DECENT WORK AND ECONOMIC GROWTH** | **10 REDUCED INEQUALITIES** | **16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

Support of diversity and inclusion

At **GOODY'S | everest Group**, we uphold equality, respect, and acceptance of diversity as core principles of our corporate culture. We are firmly opposed to any form of bullying or discrimination, and we support freedom of expression and the uniqueness of every individual.

As part of our commitment to social responsibility, we align with the **UN Sustainable Development Goals**, placing emphasis on reducing inequalities and promoting gender equality. We implement a zero-tolerance policy against discrimination based on gender, ethnicity, religion, age, or educational background.

Since 2021, the subsidiaries of the Vivartia Group have signed the Diversity Charter, actively reinforcing our commitment to an inclusive working environment, where everyone is treated with dignity and equality.

In the same spirit, Goody's Burger House has consistently supported diversity, and since 2021, has been an official sponsor of Athens Pride, actively contributing to the visibility and acceptance of the LGBTQI+ community.

2% of our employees belong to minorities and/ or vulnerable groups, such as **people with disabilities and single-parent families.**

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GRI 2-8   GRI 403-1   GRI 403-2   GRI 403-4   GRI 403-5   GRI 403-8   GRI 403-9   GRI 403-10
ESRS S1-1   S1-3   S1-7   S1-14

Respect for the health, safety and well-being of our employees

At **GOODY'S | everest Group**, the health and safety of our employees is a non-negotiable priority at every stage of the value chain and across all areas of our operations.

We work systematically to create a safe and supportive working environment, aiming to prevent accidents and enhance the overall well-being of our workforce.
An environment that promotes safety and mental balance boosts both performance and employee engagement.

In the Group's companies Hellenic Catering, Olympic Catering, and Elaitis Catering, employee health and safety is a key priority. Dedicated Health and Safety Policies have been developed, supported by Management Systems certified according to ISO 45001:2018.

In parallel, the ISO 39001 standard for road safety is implemented both in the production activities of Hellenic and Olympic Catering and for the protection of employees and vehicles of Elaitis Catering, reinforcing prevention and responsibility at every stage of their operations.

In 2024,
the Group spent
a total of
€816,693
to health and safety initiatives.

To effectively **prevent and manage risks** that may arise in the context of our work activities, we regularly conduct **Occupational Risk Assessment Studies (ORAS)**. Where required, we employ **specialized Safety Technicians and Occupational Physicians**, ensuring the proper implementation of all necessary measures to protect the **health and safety of our employees**.

Employee Representation in the Health and Safety Board

	2024	2023
NUMBER OF EMPLOYEES PARTICIPATING IN THE HEALTH AND SAFETY COMMITTEE	**20**	14
PERCENTAGE OF EMPLOYEES PARTICIPATING IN THE HEALTH AND SAFETY COMMITTEE	**0.88%**	0.62%
TOTAL EMPLOYEES	**2,239***	2,239

Categories of Health and Safety Expenditures for 2024(€)

	2024
BUILDING INVESTMENTS & INFRASTRUCTURE	676,842
PERSONAL PROTECTIVE EQUIPMENT	48,087
FIRE SAFETY (MAINTENANCE/ UPGRADE OF FIRE PROTECTION EQUIPMENT)	7,065
SITE CLEANING PROJECTS	34,657
MEDICAL SERVICES AND HEALTH MONITORING (GEP, BIOSAFETY)	50,042

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At **Hellenic Catering**, Occupational Health and Safety is a key priority. A Health & Safety Committee and OHS Teams have been established to monitor and strengthen the implementation of relevant policies

Since 2021, an Employee Consultation Group has been operating, consisting of five (5) members, which meets at least every six months or whenever an urgent issue arises, with **the participation of the Safety Technician and the Management Coordination Officer.**

During the meetings, the following topics are discussed:

● Progress on the objectives and indicators of the Occupational Health and Safety Management System (OHSMS) and improvement proposals

● Submission of relevant reports and compliance with prescribed procedures

● Compliance with the Integrated Management System

● Recording and assessment of harmful transferable factors

● Incident and accident analysis

● Emergency situation management

● Employee training and awareness

● Safe use of equipment

● Communication with competent authorities on health and safety matters

The minutes of meetings are recorded and, based on findings and proposals, recommendations are submitted to the Health and Safety Committee for decision-making and further actions. Additionally, employees can submit proposals via a dedicated form, which are reviewed during scheduled meetings.

At **Olympic Catering**, an annual review of the Management Systems is conducted with the participation of employee representatives, ensuring continuous improvement and alignment with health and safety objectives.

In the Foodservice sector, the Operations Departments actively participate in Occupational Health and Safety matters, ensuring that procedures are adapted to the requirements of current legislation and that employees are protected at all levels.

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Employee Training in Health and Safety Topics

In 2024, there was a 17.2% increase in Health and Safety seminars across the Group and a 13.2% increase in employee participation compared to 2023.

Health and Safety Seminars

	2024	2023
NUMBER OF SEMINARS	42	37
EMPLOYEE PARTICIPATIONS	4,817	4,257
TOTAL HOURS OF TRAINING	12,194	10,407

In 2024, four (4) thematic workshops were held with the participation of store employees and representatives of the Operations Departments, focusing on strengthening the culture of health and safety in the workplace.

In the same year, the number of recordable occupational accidents decreased by 20% compared to 2023, confirming the effectiveness of the preventive measures. A total of 36 incidents were recorded, most of which were related to falls, cuts/burns, and traffic accidents.

Health and Safety Indicators*

	2024	2023
NUMBER OF WORK HOURS	6,203,672	5,237,236
NUMBER OF DEATHS DUE TO WORKPLACE ACCIDENTS	0	0
FATAL ACCIDENT RATE (FR)	0%	0%
HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES)	0	0
HIGH CONSEQUENCE INJURY RATE (HCIR)	0	0
NUMBER OF RECORDABLE WORK-RELATED INJURIES	36	45
TOTAL RECORDABLE INJURY RATE (TRIR)	1.16	1.7
NUMBER OF LOST-TIME INJURIES (≥3 DAYS LOST)	20	38
LOST-TIME INJURY RATE (LTIR)	0.64	1.45
COMPANY ABSENCE RATE (AR)	0%	0%
DAYS OF ABSENCE DUE TO WORK-RELATED ACCIDENTS/ INJURIES	609	404

Number of work hours

2024	6,203,672
2023	5,237,236

Number of work-related recordable injuries

2024	36
2023	45
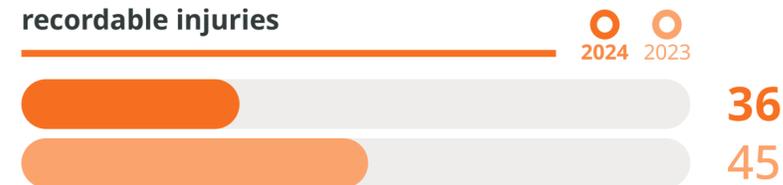
In 2024, the number of lost-time accidents (incidents resulting in more than three (3) days of absence) at GOODY'S │ everest Group decreased by 47% compared to the previous year.

* a. The rates refer to the company's employees.
b. All percentages are calculated based on 200,000 hours of work.
c. The TRIR is calculated as: (Number of recordable work-related injuries) × 200,000 / (Total number of working hours)
d. The LTIR is calculated as: (Number of lost time injuries ≥ 3 days) × 200,000 / (Total number of working hours)
e. AR (Absence Rate): Number of days absent from work due to inability to work (e.g. illness, absence due to accident) / (total number of employees X average working days per employee) x 100.

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Personal protective equipment and equipment maintenance

The Group's Facilities Support Division is responsible to monitor and plan the maintenance of the production plant equipment and premises. Additionally, the Group provides all appropriate Personal Protective Equipment (PPE), a fully equipped clinic and a trained first aid team.

The Group has established specific procedures in order to:

! Prevent and mitigate any environmental impacts that may be associated with leaks, fire incidents, etc.

! Determine the likelihood of occurrence of accidents and emergency situations

! Implement and regularly revise all emergency preparedness and response plans

Employment contracts cover a wide range of health and safety issues, such as:

- Personal protective equipment
- Training and education
- Health and safety committees with the participation of management and employee representatives
- Participation of representatives in health and safety inspections, audits, and accident investigations
- Regular inspections

- Commitments to standards for performance objectives as well as implemented practices
- Right to refuse to perform unsafe work
- Compliance with International Labor Organization conventions
- Arrangements or committees for the resolutions of any problems
- Employee complaint submission system

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GRI 401-2   GRI 401-3   GRI 403-6   ESRS S1-11   S1-15

3 GOOD HEALTH AND WELL-BEING

Employee Well-being

Employee well-being is a fundamental pillar of our philosophy and operations. As part of a healthy and balanced workplace, we ensure not only the safety and health of our employees but also their psychological and social well-being. Through programs that promote work-life balance, we support the development and professional advancement of our employees. We also provide education and training programs, offering continuous feedback and opportunities for the recognition of their achievements. By cultivating a culture of open communication and mutual recognition, we foster an environment of trust and collaboration, enhancing the well-being and prosperity of every team member.

Specifically, we provide:

Up to 50% funding for post-graduate studies.

Additional insurance plan covering medical and hospital treatment for 29,7% of total employees in 2024.

Public transport cards.

Additional life insurance covering 29,7% of all employees in 2024.

Psychosocial support program for approximately 320 employees of central management and their immediate family members.

Parental leaves, as laid down by law.

Christmas presents for the children of employees.

E-pass or OASA card for employees working at the Central Offices at Eleftherios Venizelos International Airport.

Group insurance coverage.

> In 2024,
> **18 women** and **three (3) men** used their parental leave.

In our effort to ensure the well-being of our employees, in 2024 we took a series of initiatives that promote not only the safety of our employees, but also their physical, psychological, and social well-being.

To promote mental health, we collaborate with Pulso to provide counseling and psychosocial support to our employees and their family members. Since 2023, we have also introduced a second counseling program led by a psychologist, specifically for management staff, which continued throughout 2024.

Finally, during the summer months, throughout July and August, we celebrated the season by allowing our employees to leave the office at 15:00 every Friday.

Recognition as a Great Place to Work

As a result of the above, we received Great Place to Work certification in 2024, following a survey in which all employees of our Group participated—including those from Central Administration, Manufacturing Units, and Retail Stores.

Great Place To Work® Certified OCT 2024-OCT 2025 GREECE
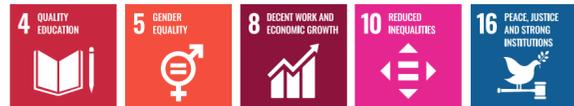
Communication between employees and management

The Group's management seeks to maintain an open line of communication with employees, through channels such as notice boards, email and an anonymous grievance mechanism.

To handle complaints and reports received from the whistleblower anonymous grievance mechanism, the Group has appointed a Responsible Officer for Receiving and Monitoring Reports, as defined in Article 9 of Law 4990/ 2022.

Notice Boards   **email**   **Anonymous Grievance Mechanism**

As part of our efforts to maintain an open dialogue with employees, in 2024, the Group conducted an employee satisfaction survey for the second year, starting with Management employees. Employee participation in the survey was high (>90%), offering insights into our strengths and highlighting areas that require further improvement.

Human resources information

Our people are a fundamental pillar of the Group's operations and growth. We place particular emphasis on the quality, performance, and continuous development of our workforce, recognizing their role as a driving force in maintaining our competitiveness.

Our human resources strategy encompasses all critical aspects—from attracting and onboarding new employees, to training, performance evaluation, and career development. At the same time, we closely monitor modern trends and best practices in the HR field, adapting our policies to fully leverage our human capital as a strategic advantage.

Group workforce distribution

2024   2023

MEN
1,150
1,120

WOMEN
1,133
1,119

TOTAL GROUP EMPLOYEES
2,283
2,239

2%
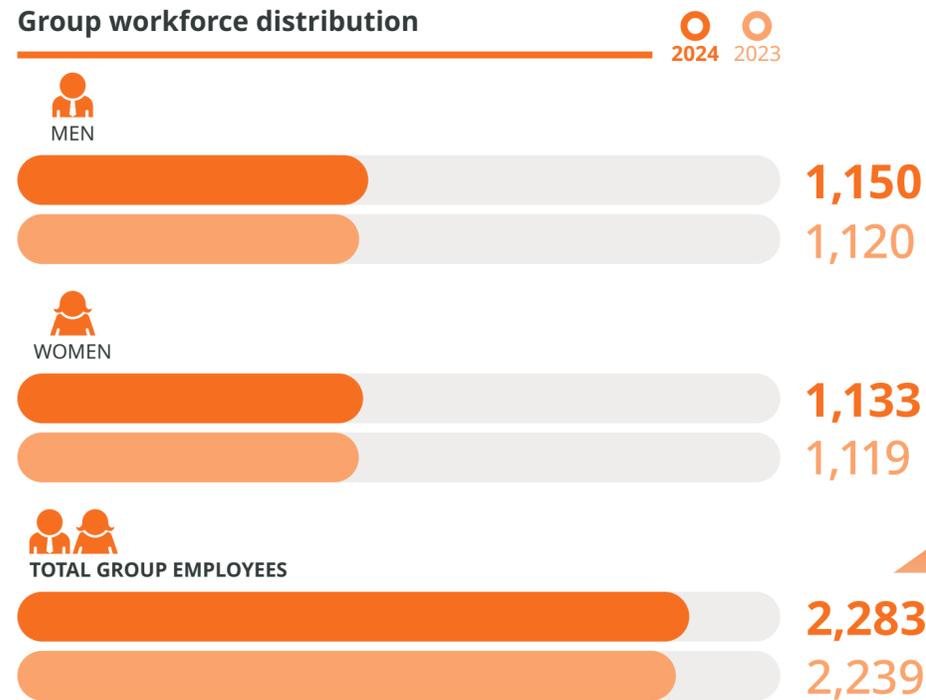
In 2024,
a total of
2,283
employees, were employed
by the Group,
with women accounting
for 50%, at nearly the
same levels as
in 2023.

Find out more information about the distribution of employees by gender and region in Appendix 1.

Group workforce age distribution

- <30 YEARS OLD
- 30-50 YEARS OLD
- >51 YEARS OLD

25.4%
23.3%
51.3%
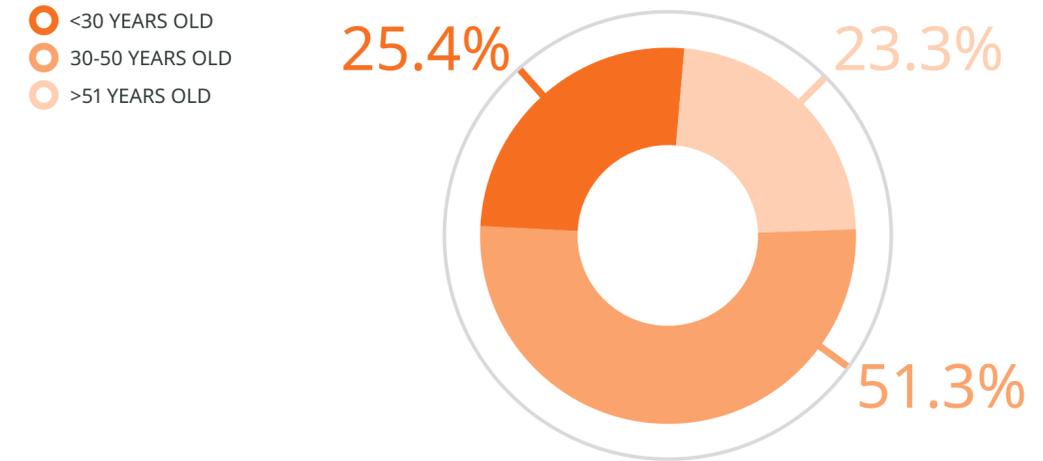
Workforce distribution per and type of employment contract and work

- PERMANENT EMPLOYEES
- FIXED TERM EMPLOYEES

- FULL TIME EMPLOYMENT
- PART TIME EMPLOYMENT

97%   3%

84%   16%

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Workforce distribution in governing bodies (BoD GOODY' S S.A.)

	<30	30-50	>50
MEN	0	1	4
WOMEN	0	0	1
TOTAL	**0**	**1**	**5**

In 2024, the Group recorded 1,374 individuals, marking a 5.9% increase in total hires compared to 2023. Of these, 667 were women, while 640 employees left the organization.

Find out more information regarding the distribution of hires and departures by age group and region in Appendix 1.

Workforce distribution per position/ hierarchy level and gender

	Men	Women	Total
GENERAL DIRECTORS	7	5	**12**
DIRECTORS/ HEADS OF DEPARTMENTS	74	23	**97**
ADMINISTRATIVE OFFICERS	71	87	**158**
OTHER EMPLOYEES, SUPERVISORS AND LABOR STAFF	998	1,018	**2,016**

Ratio of basic salary and earnings of women to men

POSITION/ HIERARCHY LEVEL	SALARY		
	Men	Women	Ratio
DIRECTORS	12,923	8,233	1
HEADS OF DEPARTMENTS	2,873	2,615	1
ADMINISTRATIVE OFFICERS	1,540	1,420	1
SUPERVISORS AND LABOR STAFF	1,099	1,028	1

Find out more information regarding the distribution of employees per hierarchy level and age in Appendix 1.

In 2024, 51% of the employees were between 30-50 years old ετών. At the same time, 26% were under 30 years old and the remaining 23% were over 50 years old.

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GRI 2-23   GRI 2-24   GRI 406-1
ESRS 2 GOV-2   ESRS 2 GOV-4   ESRS MDR-P   ESRS S1-1   S1-4   S1-17   ESRS G1-1

5 GENDER EQUALITY   **10 REDUCED INEQUALITIES**   **16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

GRI 2-30   ESRS S1-8

4 QUALITY EDUCATION   **8 DECENT WORK AND ECONOMIC GROWTH**

Respect for human rights

As part of our operations, we are committed to promoting and protecting human rights across all our activities and at every point in our supply chain. We encourage diversity, respect and inclusion in the workplace, while promoting equal opportunities.
We collaborate with employees at all levels of the company, as well as external stakeholders, to ensure compliance with human rights standards, and to constantly improve our practices in this area.
The Group strives to contribute to a more just, inclusive and human-centered society for all. We support and encourage respect for human rights through the integration of policies and implementation of best practices within our governance framework, as outlined in our Code of Business Conduct.

Key principles and values included in the Code of Conduct:

Respect for the dignity and honor of all people, adhering to a merit-based approach in the selection and development of employees and partners.

Encouragement of initiatives and innovations in an environment of flexibility, collaboration and trust.

Maintenance of a healthy and safe work environment.

The Group has developed a Human Rights Policy in accordance with the principles of the United Nations Global Compact and the 17 Sustainable Development Goals. Our policy covers the areas of employee health and safety, professional development, appropriate working conditions, child labor, equal opportunities and freedom of collective bargaining.

The policy applies to all our employees and is communicated through internal communication channels. In addition, relevant briefings and trainings on human rights issues are carried out, ensuring the alignment of our entire workforce and partners with the values described in our Policy.

Collective Bargaining Agreements

At Olympic Catering, a seven-member union has been established to manage the formation of a Collective Business Bargaining Agreement. The Board of Directors consists of the Chairman, the Vice Chairman, the General Secretary, the Treasurer, and three (3) additional members.

Furthermore, 670 employees are covered by national collective labor agreements (E.G.S.S.E.), and 264 employees are covered by sectoral collective agreements (SSE) specific to Olympic Catering.

In 2024,
61%
of the Group's employees (1,390 individuals) are covered by the sectoral catering agreement.

In 2024, no incident related to human rights violations, discriminations, unfair treatment of employees or forced or child labor was reported.

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GRI 404-1 | GRI 404-2 | GRI 404-3 | ESRS S1-1 | S1-13

Attraction and retention of talented and skilled employees

Employee education and training are the foundations for the Group's growth.

Through continuous education, employees enhance their skills, acquire new knowledge and adapt to changes in the work environment. Training, on the other hand, focuses on developing specific skills required to perform specific tasks.

Through these processes, employees are not only able to meet the demands of their roles but also to advance their personal development and professional growth. The Group invests in training and employee development, creating a work environment that fosters efficiency, innovation, and growth, leading to long-term success and competitiveness.

Number of employees trained

	2024			2023		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
DIRECTORS	147	107	**254**	214	81	**295**
HEADS OF DEPARTMENTS	150	155	**305**	142	151	**293**
EMPLOYEES	115	53	**168**	63	59	**122**
FOREMEN AND LABOR STAFF	1,698	1,747	**3,445**	1,717	1,660	**3,377**
TOTAL	**2,110**	**2,062**	**4,172**	**2,136**	**1,951**	**4,087**

Total training hours

	2024			2023		
	Men	**Women**	**Total**	**Men**	**Women**	**Total**
DIRECTORS	2,901	1,969	**4,870**	3,065	2,130	**5,195**
HEADS OF DEPARTMENTS	2,619	2,987	**5,606**	2,548	3,047	**5,595**
EMPLOYEES	1,315	1,530	**2,845**	1,126	898	**2,024**
FOREMEN AND LABOR STAFF	27,037	33,382	**60,419**	23,730	27,852	**51,582**
TOTAL	**33,873**	**39,868**	**73,740**	**30,469**	**33,927**	**64,396**

In 2024, , the total training hours for employees of the **GOODY'S | everest Group** amounted to 73,740, marking an increase of 14.5% compared to 2023.

The majority of the training hours in 2024, specifically 84% (61,959 hours), focused on quality management and store operations. Additionally, 11% (7,769 hours) were dedicated to enhancing employees' administrative skills. The remaining hours covered topics such as production, technical support, health and safety, sales and customer service, and sustainability.

Moreover, during the reporting year, the total number of training participations reached 14,358, showing a 40.4% increase compared to the previous year.

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Average of training hours

	2024		
	Men	Women	Total
DIRECTORS	414.43	393.80	405.83
HEADS OF DEPARTMENTS	35.39	129.87	57.79
EMPLOYEES	18.52	17.59	18.01
FOREMEN AND LABOR STAFF	27.09	32.79	29.97
TOTAL AVERAGE	**29**	**35**	**32**

Employee upskilling programs

SUBJECT	NUMBER OF PARTICIPANTS	TOTAL TRAINING HOURS
	2024	
ESG	423	515
QUALITY MANAGEMENT/ STORE OPERATION	11,965	61,959
ADMINISTRATIVE SKILLS	965	7,769
PRODUCTION/ TECHNICAL SUPPORT/ SAFETY & HEALTH	675	857
SALES/ CUSTOMER SERVICE	330	2,641

" In 2024,
the average training hours
for men and women
increased by 8.3%
and **16.1%,** respectively,
compared to 2023. "

In 2024, an extensive internal training program was implemented across the organization's departments, focusing on ESG topics. A total of 21 training sessions were conducted, with 215 participants in total.

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CASE STUDY

In collaboration with the non-profit organization Wise Greece, the Group continued for a **second consecutive year** the innovative program **"SDGs Coffee Breaks"**, aiming to familiarize employees with the UN Sustainable Development Goals (SDGs).

As part of this program, a number of 30-minute online sessions are held at regular intervals, during which employees voluntarily take on the role of an "ambassador" of a specific goal, presenting the rationale behind it and the initiatives implemented by the Group to support it. Additionally, attendees have the opportunity to meet a guest speaker whose work aligns with the goal in question.

Social entrepreneurs, NGO workers, athletes, authors, environmentalists, people with disabilities, and many others, share their stories and actions, each one related to a specific SDG, to motivate and inspire participants, and to enhance their skills and commitment to sustainable development. The recorded sessions are uploaded online to be accessible to all employees of the Group and its franchise stores.

Ας κάνουμε ένα SDGs Coffee Break!

SDGs Coffee Breaks

During 2024, a total of 19 online coffee breaks were held, with over 1,500 participations and and several hundred views on YouTube.

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Performance and Employee Development Evaluation

Performance evaluation and employee development are essential processes for our Group to maintain high levels of efficiency and competitiveness. Through evaluations, we assess employee performance in relation to the Group's goals and expectations, while providing feedback that encourages personal growth and improvement. On the other hand, the employee development process focuses on identifying their needs for training and advancement to strengthen their skills and effectively respond to future job market challenges. Our annual evaluation system, which aims to enhance skills and achieve both personal and corporate goals, further fosters the continuous development of our people.

Our Group's objectives include:

- Aligning employee individual goals with overall organizational objectives

- Providing fair and objective evaluations for every employee, by monitoring the targets they meet and the development of their skills

- Rewarding employees based on performance

- Improving employee skills and competencies through ongoing training

By doing so, we link our internal development and evaluation processes with our broader mission to contribute to a better world, empowering employees to overcome job market challenges and actively contribute to positive social change.

The evaluation system effectively identifies potential challenges that employees face, while supporting and guiding their continuous development and growth across all areas of specialization - a cornerstone of the Group's strategic direction.

THOUGHT — ACTION — LEADERSHIP

Number of employees receiving regular performance and career development reviews

	Men	Women	Total
DIRECTORS	6	5	**11**
DEPARTMENT HEADS	71	20	**91**
STAFF	60	70	**130**
OPERATIONAL AND LABOR PERSONNEL	758	836	**1,594**
TOTAL	**895**	**931**	**1,826**

> In 2024, there was a
> # 5% increase
> in the number of employees evaluated for their performance compared to 2023.

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Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
HEALTH AND SAFETY AT WORK					
Percentage of employees participating in the Health and Safety Council	-	**0.88**	0.63	403-4	-
Number of seminars related to health and safety	-	**42**	37	403-5	-
Number of employee participations in health and safety seminars	-	**4,817**	4,257		
Total training hours on health and safety topics	-	**12,194**	10,407		
Total working hours (Group employees)	-	**6,203,672**	5,237,236	403-9	S1-4 S1-14
Number of fatalities due to work-related accidents (Group employees)	-	**0**	0		
Fatality Rate (FR) per 200,000 working hours (Group employees)	-	**0%**	0%		
Number of serious injuries due to work-related accidents or occupational diseases (Group employees)	-	**0**	0		
High Consequence Injury Rate (HCIR) per 200,000 working hours (Group employees)	-	**0%**	0%		
Number of recordable work-related injuries (Group employees)	-	**36**	45		
Total Recordable Injury Rate (TRIR) per 200,000 working hours (Group employees)	-	**1.16**	1.76		
Number of lost time injuries (≥ 3 days) – Group employees	-	**20**	38		
Lost Time Injury Rate (LTIR) per 200,000 working hours	-	**0.64**	1.45		
Number of lost workdays due to work-related accidents or injuries	-	**609**	404		
Absence Rate (AR)	-	**0%**	0%		
Number of thematic workshops on health and safety	-	**4**	2		
Health and safety expenditures	€	**816,693**	1,156,176		

Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
EMPLOYMENT					
Total number of Group employees	-	**2.283**	2.239	2-7	ESRS 2 SBM-1 S1-6
Percentage of female employees in the Group	-	**50%**	50%		
Percentage of employees based in Attica	-	**55%**	62%		
Percentage of full-time employees	-	**84%**	84%		
Percentage of part-time employees	-	**16%**	16%		
Percentage of permanent staff	-	**97%**	97%		
Percentage of temporary staff	-	**3%**	3%		
Number of employees covered by national collective labor agreements (E.G.S.S.E.)	-	**670**	1.932	2-30	S1-8
Number of employees covered by sectoral collective labor agreements (SSE – Olympic Catering)	-	**264**	-		
Percentage of employees covered by the catering sectoral agreement	-	**61%**	-		
Number of new hires	-	**1.374**	1.297	401-1	S1-6
Number of newly hired female employees	-	**667**	671		
Number of employee departures	-	**640**	549		
Number of Board of Directors members	-	**8**	8	405-1	ESRS 2 GOV-1 S1-6 S1-9 S1-12
Number of women on the Board of Directors	-	**1**	1		
Number of Board members aged <30	-	**0**	0		
Number of Board members aged 30–50	-	**2**	2		
Number of Board members aged >51	-	**6**	6		

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Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
EMPLOYMENT					
Percentage of employees <30 years old	-	**25.4%**	27.7%	405-1	ESRS 2 GOV-1 S1-6 S1-9 S1-12
Percentage of employees aged 30–50	-	**51.3%**	51.1%		
Percentage of employees >51 years old	-	**23.3%**	21.2%		
Number of general managers	-	**12**	11		
Number of female general managers	-	**5**	5		
Number of department managers/supervisors	-	**97**	103		
Number of female department managers/supervisors	-	**23**	26		
Number of administrative staff	-	**158**	154		
Number of female administrative staff	-	**87**	87		
Number of other staff, including employer and labor personnel	-	**2,016**	1,971		
Number of female other staff, foremen, and labor personnel	-	**1,018**	1,001		
Ratio of women's base salary and compensation to men's (Managers)	-	**1**	1	405-2	S1-16
Ratio of women's base salary and compensation to men's (Department Supervisors)	-	**1**	1		
Ratio of women's base salary and compensation to men's (Administrative Staff)	-	**1**	1		
Ratio of women's base salary and compensation to men's (Foremen and labor staff)	-	**1**	1		
HUMAN RIGHTS					
Number of discrimination incidents	-	**0**	0	406-1	S1-17
Percentage of employees belonging to minority or vulnerable groups (e.g., persons with disabilities, single-parent families)	-	**2%**	2%		

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Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
EMPLOYEE TRAINING AND EVALUATION					
Total number of employees trained	-	**4,172**	4,087	404-1	S1-13
Total number of female employees trained	-	**2,062**	1,951		
Average training hours for female employees	-	**35**	30		
Average training hours for male employees	-	**29**	27		
Average training hours for managers	-	**405.83**	472.27		
Average training hours for department supervisors	-	**57.79**	54.32		
Average training hours for administrative staff	-	**18.01**	13.14		
Average training hours for foremen and labor personnel	-	**29.97**	26.17		
Total training hours for employees	-	**73,740**	64,396	404-2	S1-1
Number of training participations	-	**14,358**	10,228		
Total number of employees evaluated	-	**1,826**	1,739	404-3	S1-13
Total number of female employees evaluated	-	**931**	902		
Number of managers evaluated	-	**11**	9		
Number of department supervisors evaluated	-	**91**	95		
Number of administrative staff evaluated	-	**130**	136		
Number of foremen and labor personnel evaluated	-	**1,594**	1,499		
Number of participations in coffee breaks	-	**19**	9		
Number of participations in online coffee breaks	-	**>1,500**	742		

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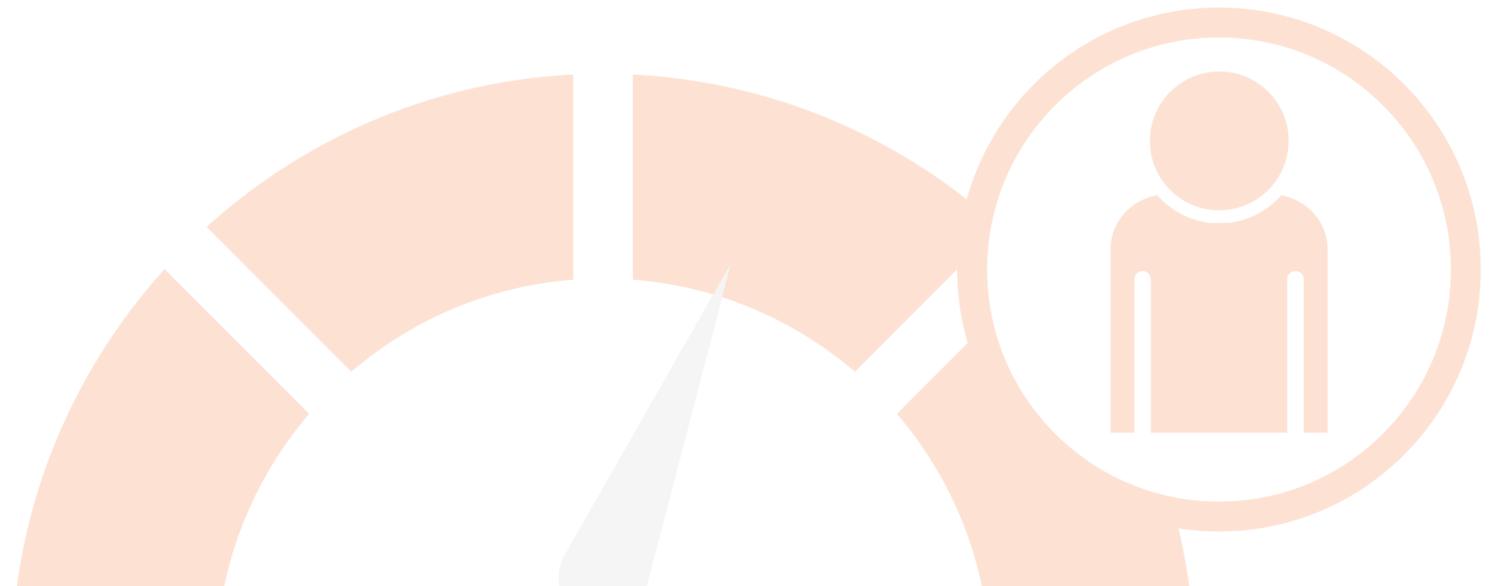
Group ESG Highlights

17.2% increase in total training man-hours in health and safety seminars compared to 2023

50% of the Group's workforce are **women.**

20% reduction in the number of recorded work-related injuries compared to the previous year.

5,9% increase in new hires compared to the previous year
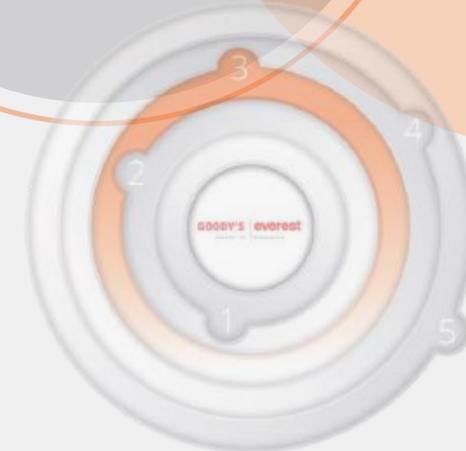
4 Empowering communities

We actively contribute to addressing social issues by joining forces with civil society
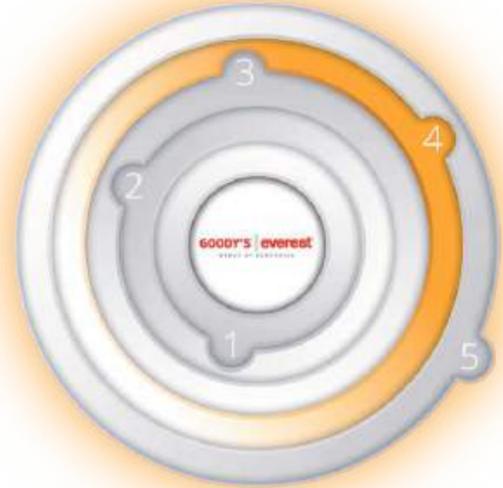
This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:

| 1 NO POVERTY | 2 ZERO HUNGER | 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 17 PARTNERSHIPS FOR THE GOALS |

Alignment with the Principles of the UN Global Compact

PRINCIPLE 1   PRINCIPLE 2

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GRI 2-23   ESRS 2 GOV-4   ESRS MDR-P   ESRS G1-1   ESRS S1-3

At the **GOODY'S | everest Group**, we define business success not only as the achievement of financial growth, but also as the creation of added value for society at large.

We promote specific actions and initiatives that aim to improve the environment, enhance education, support health, and strengthen social cohesion.
The implementation of Corporate Social Responsibility (CSR) initiatives is an integral part of our strategy ensuring a positive impact on the community. In this way, we strengthen our competitiveness, but also demonstrate our commitment to generating meaningful social impact.

Policies

Topics

Corporate Social Responsibility (CSR) Policy

- Stakeholders & strategic pillars of social contribution
- Implementation of CSR Policy initiatives combating violence and harassment

Promotion of Sustainable Consumption Policy

- Promoting sustainable consumption (raising consumer awareness)
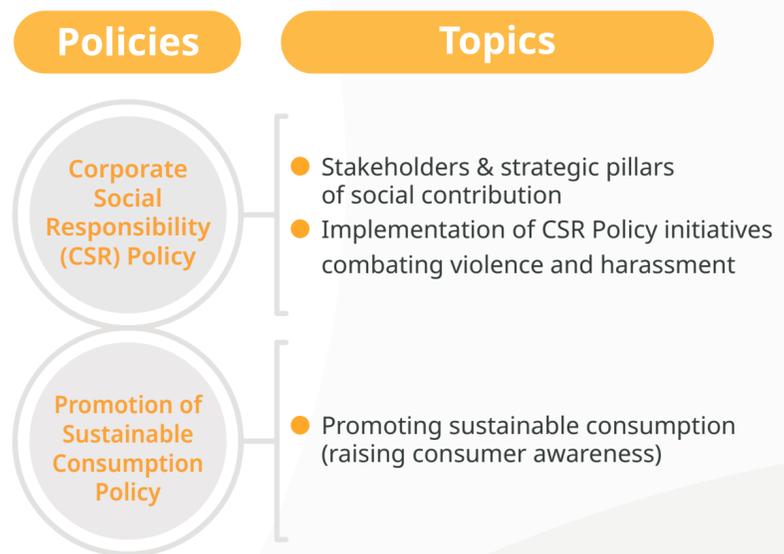
Strategic pillars of the Group's and its brands social contribution

1

Support of susceptible social groups.

2

Support of children and young people, enabling access to education, proper nutrition and medical care.

3

Support of youth entrepreneurship.

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GRI 201-1   GRI 203-2   GRI 204-1   ESRS 2 SBM-1   ESRS S3-4

1 NO POVERTY

Social Product

Our Group creates social value through job creation and benefits for our employees, as well as support of entrepreneurship and local suppliers.

Additionally, we strengthen our socio-economic footprint by contributing to public revenues, national resources and by implementing investments.

"
2,500
franchise employees and their families benefit from the activities of our brands.
"

Social product (in € thousands)

2024   2023

FOR EMPLOYEES
57,444
53,053

TAXES PAID
20,970
17,771

TOTAL ASSETS
5,778
6,134

TOTAL INVESTMENTS
2,607
13

PURCHASES FROM LOCAL SUPPLIERS
100,411
86,634

PURCHASES FROM INTERNATIONAL SUPPLIERS
17,391
16,592

TOTAL
204,600
180,197
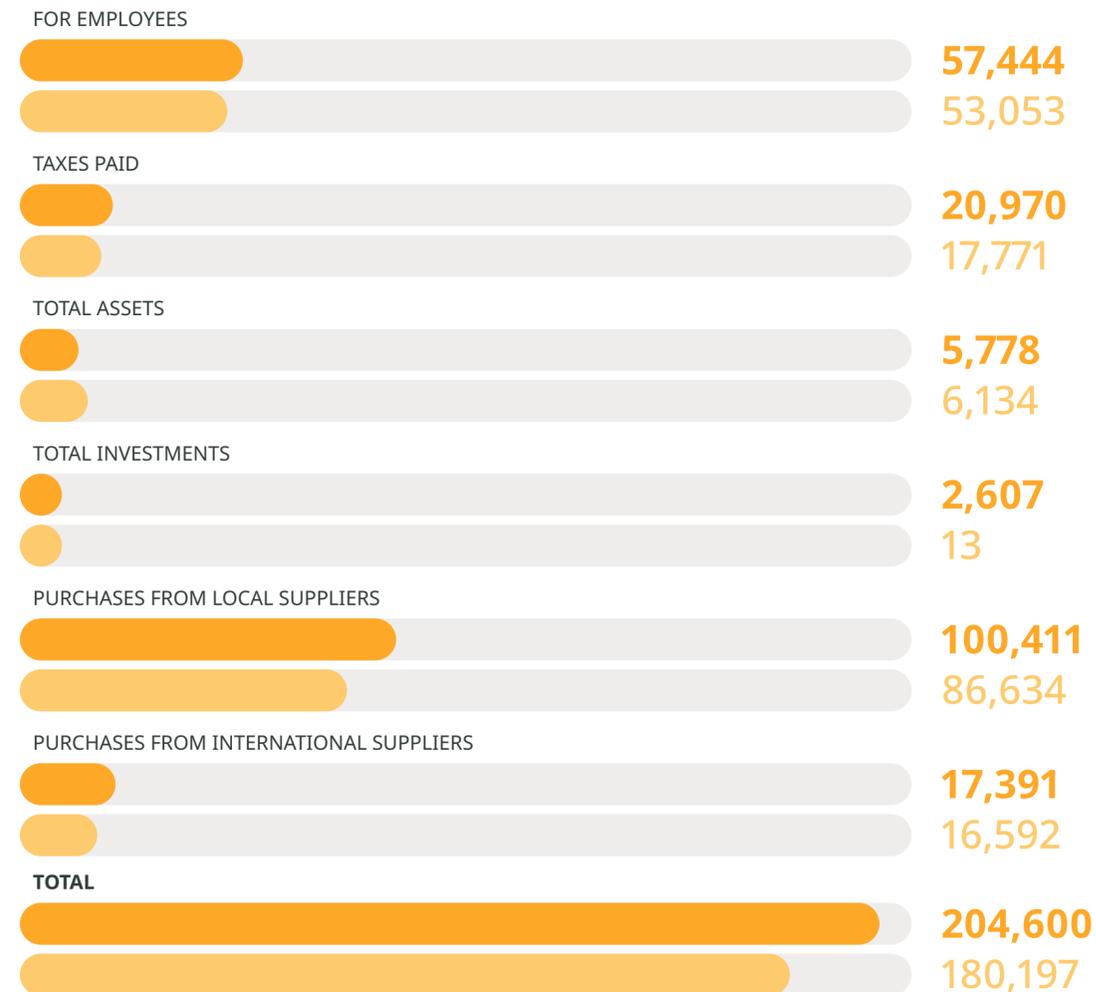
In 2024, the Group's total social product amounted to €204,600 thousands, marking a 13.5% increase compared to 2023.

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GRI 413-1   GRI 413-2   ESRS 2 SBM-3   ESRS S3-2

1 NO POVERTY   2 ZERO HUNGER   3 GOOD HEALTH AND WELL-BEING   4 QUALITY EDUCATION

Community engagement

Through the Group's brands, we seek to reinforce the social infrastructures of the country and society at large, by implementing actions and initiatives that support children and susceptible social groups, while at the same time encouraging youth entrepreneurship.

Initiatives of our brands

Corporate responsibility is an integral part of the philosophy and culture of **Goody's Burger House.** Staying true to the principles of social solidarity and contribution, in 2024, the company launched its "ArGOODaki" program for the 23rd year. This longstanding initiative is the longest-running social contribution initiative for children in Greece, having improved the daily lives of over 20,000 children and their families to date.

In collaboration with the organization **GIVMED – Share medicine, Share life,** ArGOODaki contributed to the coverage of essential pharmaceutical needs for children supported by charitable organizations across Greece.

17 PARTNERSHIPS FOR THE GOALS

everest
roasted - toasted - fresh

Everest supports initiatives and organizations that serve social causes by harnessing the scale of its network to contribute to the greater good.

In 2024, everest partnered with **HOPEgenesis**, a Greek non-profit organization in the field of healthcare and social welfare, with the mission of addressing Greece's low birth rate.
As part of this collaboration, several specially designed donation boxes were placed across the everest store network, increasing awareness of the organization's work, and giving customers the opportunity to support its effort.

In addition, everest continued its collaboration with Wise Greece through the **"Bite Club Combo Deals"** platform. With each purchase of a Combo Deal, everest donated €0.10 to the organization, raising €5,000 to purchase food for people in need. Wise Greece is an award-winning non-profit organization that promotes the benefits of Greek nutrition and the products of small Greek producers worldwide. The profits from the sale of these products are used to purchase essential food items, which are then donated to those in need.

Through the **"Something Big from Something Small"** platform, **everest** amplified Wise Greece's impact by implementing an initiative that is fully aligned with the United Nations Sustainable Development Goals (SDGs), delivering a measurable and clear social impact. Upon the completion of this campaign, **everest**, in partnership with **Wise Greece**, donated over 3.5 tons of food to the **Reception and Solidarity Center of the Municipality of Athens**, to support individuals facing urgent needs.

FLOCAFE
— ESPRESSO ROOM —
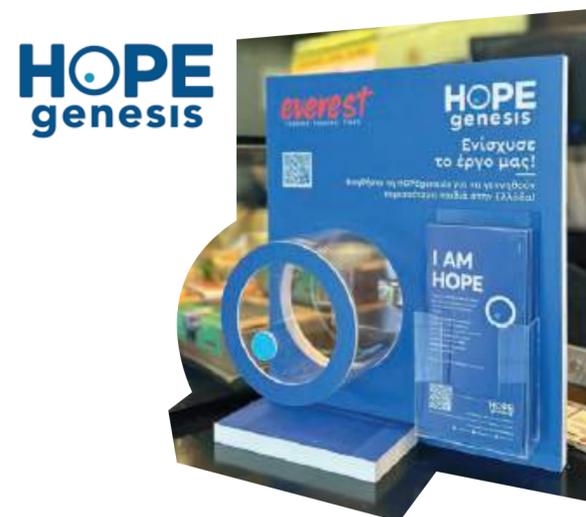
In 2024, **Flocafé Espresso Room** joined the national campaign for **Giving Tuesday**, an initiative by **DESMOS** for World Giving Day, donating €0.50 from every coffee sold to support charity work.

DESMOS
NON PROFIT FOUNDATION
Inspiring Giving

La Pasteria
CUCINA ITALIANA

Further strengthening its long-standing collaboration of over 15 years with **Make-A-Wish**, **La Pasteria** supported children with serious illnesses in fulfilling their wishes during the Christmas season. Specifically, on the occasion of the launch of its seasonal Christmas menu, La Pasteria dedicated proceeds from selected dishes to help realize these dreams.

Make·A·Wish

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Support for Susceptible Social Groups

DISCOUNT FOR THE UNEMPLOYED

For the fifteenth year, our Group has been actively supporting the unemployed by providing a 10% discount on each visit to all stores. This specific financial offer is part of the initiative to provide special prices to holders of unemployment cards from the Public Employment Service (DYPA).

VOLUNTEER ACTIVITIES

In 2024, Group employees contributed **over 300 hours of volunteer work** in environmental cleanup activities. In April, volunteers participated in the cleanup of Mount Penteli, followed by the cleanup of Lombarda beach in November.
Additionally, our employees actively participated in the **4th HEALTH RUN** held in October at the Olympic Stadium (OAKA).

BASKETAKI AMATEUR CHAMPIONSHIP

For the tenth consecutive year, our Group's team, the **'Golden Steak Warriors'**, with **Goody's Burger House** as main sponsor and supporter, participated and stood out in the basketball championship.

Finally, as part of the collaboration with the **NGO GIVMED**, during the Christmas season, employees from the Group's headquarters collected medicines worth approximately €3,500 and donated them to social pharmacies.

Εθελοντισμός εργαζομένων

BLOOD DONATIONS

In 2024, we organised numerous blood drives with a total participation of over 110 volunteer donors.

"In 2024, we recorded more than **500** hours and **120** employee participations in volunteer activities."

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17 PARTNERSHIPS FOR THE GOALS

Investing in the new generation and entrepreneurship

"
In 2024
the Group's brands supported
75 events
organized by major universities and student organizations across Greece.
"

NASA SPACE UP CHALLENGE ATHENS

Greek New Space Society aims to promote the field of New Space to the general public. In collaboration with NASA, it organizes the NASA Space Apps Challenge, the largest hackathon in the world, held in over 320 locations globally.

Winners from each local hackathon advance to the global round, competing for a chance to visit NASA facilities, attending a rocket launch, and receiving expert support to help implement their idea.

IEEE NTUA/ STUDENT ORGANIZATION – NATIONAL TECHNICAL UNIVERSITY OF ATHENS

EMBS NextGen 2024: A two-day event where students interested in Biomedical Engineering and Technology will come together. The ultimate goal is for students to understand how they can contribute to the development of new technologies aimed at improving human health.
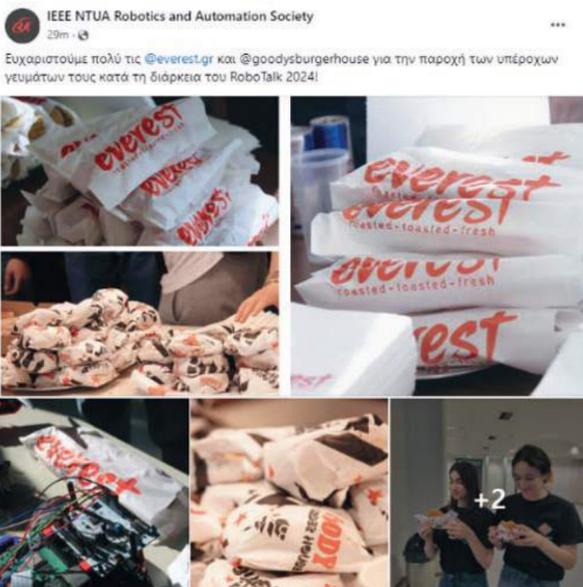
ERASMUS STUDENT NETWORK – STUDENT NETWORK – UNIVERSITY OF PIRAEUS

National Assembly (NA): The network's members, young people from across Greece aged 18–25, gather twice a year to discuss important strategic issues related to the operation and future of the network.

REGENERATION ACADEMY

A project of the Global Shapers Athens Hub, an initiative of the World Economic Forum. It was created to support youth employability and combat youth unemployment.

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17 PARTNERSHIPS FOR THE GOALS

EMFASIS FOUNDATION/ "MERRY STREETMAS'"

As part of the "Merry Streetsmas" campaign, which aims to support, comfort, and empower vulnerable individuals, employees of La Pasteria stores donated €300 in vouchers.

CONFERENCE BY THE DEPARTMENT OF BUSINESS ADMINISTRATION – ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS (AUEB)

During the event, successful practices were presented by companies and well-known individuals on topics such as Business Administration, Sustainable Development, Marketing, Digital Marketing, Accounting, Finance, and Information Systems.

CSR SCHOOL – UNIVERSITY OF CRETE & THE AMERICAN COLLEGE OF GREECE

The Corporate Sustainability & Responsibility School aims to provide holistic education in the field of Corporate Social Responsibility and sustainable entrepreneurship.

THESSALONIKI HOMELESS CENTER – OPEN DAY CENTER FOR THE HOMELESS | CHRISTMAS CELEBRATION

The Day Center is an open-access facility designed to address the basic needs of individuals living in homelessness.

THERA PLAN – AUTISM AWARENESS EVENT

World Autism Awareness Day, established by a resolution of the United Nations General Assembly, is observed annually on April 2nd with the aim of raising global awareness about autism.

TEDXAUEB – ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS – "PALIMPSESTO"

The term "palimpsest" refers to ancient texts or paintings that were overwritten with new content on reused materials, serving as a foundation for the creation of newer works.

COLLEGE LINK/ TALENT DAYS ATHENS

College Link is the first recruiting platform in Greece specializing in entry to mid-level job positions. It has helped over 5,500 candidates find employment.
Talent Days are aimed at young graduates seeking their next professional steps.

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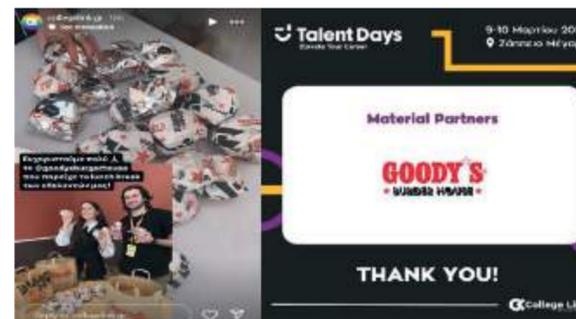
FOSSCOMM – UNIVERSITY OF MACEDONIA

FOSSCOMM (Free and Open-Source Software Communities Meeting) is an annual conference organized entirely by university student volunteers that brings together developers to share knowledge, present projects, and explore the latest trends in open source technology.

CHRISTIAN YOUTH BROTHERHOOD OF THESSALONIKI

Social event, entitled "I Play – I Act – MotiON vol.16. Young people aged 14 to 16 years old, are trained in issues of cooperation, leadership, responsibility, initiative, volunteering, "playing" group games and other experiential activities.

EDUACT – EDUCATIONAL ROBOTICS COMPETITIONS

Eduact has been the official organizer of the FIRST® LEGO® League in Greece and the Balkans for ten (10) years! It is an approved program by the Ministry of Education & Religious Affairs and introduces science, technology, engineering and mathematics (STEM) to children ages 4-16 through fun, engaging, hands-on learning. It took place in Thessaloniki, Ioannina and Xanthi.

DESMOS | CHARLES ANTETOKOUNMPO FAMILY FOUNDATION

Desmos collaborated with the Charles Antetokounmpo Family Foundation as well as organizations that support vulnerable families such as ActionAid, Emphasis Non-Profit, Ark of the World, and SOS Children's Village. A total of 75 families, 150 adults, and 97 children were the guests of honor, who were offered aid packages worth over €500 for each household and goodie bags for each child!

HIGGS – PHILANTHROPY 2.0 CONFERENCE

The theme of this year's conference is "Philanthropy, Digital Environment and Artificial Intelligence". The conference aims, through the organization of this conference, to highlight the concept of philanthropy within the new technological revolution taking place at a global level, as well as the role of Civil Society.

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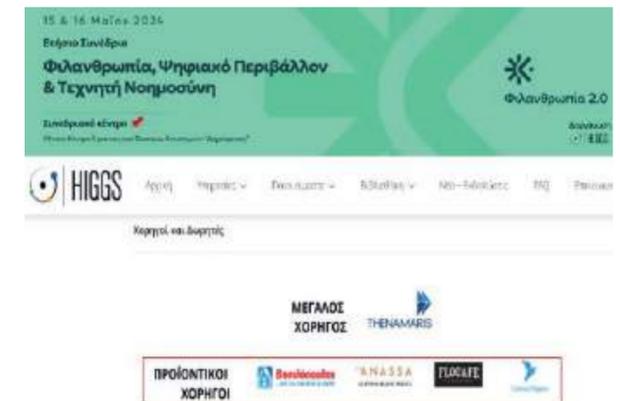
"FILIPPOS" ASSOCIATION FOR PERSONS WITH DISABILITIES (PWDS)

The Association of Athletes with Special Needs "PHILIPPOS" was founded in 1994 and is based in Thessaloniki. 80 disabled people exercise daily and since 1996 the Association has been taking part in Panhellenic, Pan-European and World Championships, as well as in the Paralympics, winning medals and exceptional distinctions in swimming, horse riding and track and field. At their event, we offered 300 burgers and 300 bottles of water.

CAMPS OF THE METROPOLIS FTHIOTIDAS

Children's football tournament under the auspices of the Holy Metropolis of Fthiotida. Nearly 900 children attended and to cover the meals, we offered 500 pieces of 45g Burger for free.

ACEIN/ ATHENS CENTER FOR ENTREPRENEURSHIP & INNOVATION

Center for Entrepreneurship and Innovation, Athens University of Economics and Business.

THINKBIZ – AUEB – CLICKBIZ 2024

The main objective is to connect Marketing university students with businesses and agencies in the industry. The program includes inspiring speeches and workshops from companies.

AIESEC – STUDENT AND ALUMNI NETWORK

The largest network consisting and managed exclusively by individuals aged 18 to 30 with a presence in Greece in seven (7) cities and nine (9) universities. The Youth Speak Forum is the largest social event organized by AIESEC Greece with the aim of raising awareness among young people regarding the 17 Sustainable Development Goals.

SAFIA – STUDENT ASSOCIATION FOR INTERNATIONAL AFFAIRS

27th Panhellenic Youth Parliament.

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We actively participate in efforts to reduce food waste

Food waste is a major ethical and economic issue that burdens the environment, leading to the depletion of already limited natural resources.

According to the European Commission, it is estimated that around 60 million tons of food waste is generated every year in the European Union (EU), at a cost of around €132 billion per year.

Food waste has a significant environmental impact, as it accounts for approximately 16% of greenhouse gas emissions emitted by the European food sector, putting an unnecessary strain on finite natural resources.

Fighting food waste brings a triple win: it saves food for consumption, supports the agricultural sector, businesses and consumers to save money and reduces the environmental impact of food production

and consumption.
According to data by the non-profit organization 'BOROUME', in 2024 the Group offered a total of 1,776 portions to charitable organisations.

At **GOODY'S | everest Group** we recognize the challenge faced by the global foodservice industry in terms of avoiding food waste, and we adopt practices that actively contribute towards this goal.

"The food waste prevention principles are embedded in the philosophy of **GOODY'S | everest Group** and are captured in the fundamental operating processes of its points of sale. They are, in fact, completely intertwined with the culture of high product quality that characterizes the Group."

We collaborate with the scientific community and other interested parties in order to improve the performance of our Group and the food-service industry in general. Specifically:

In cooperation with our suppliers, we strive for the continuous improvement of our packaging portioning and standardization of the raw materials we use.

We have strict processes in place to ensure proper raw material and finished product management, such as full recording of expiration dates and self-consumption to prevent waste.

We train store staff on a daily basis on the use of raw materials, proper product management and correct equipment operation.

Note The data mentioned in the above text was retrieved from the European Commission website in April 2025: https://food.ec.europa.eu/safety/food-waste_en

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HAROKOPIO UNIVERSITY

CASE STUDY

In 2024, we continued our collaboration with a research team from the Harokopio University in the field of **food waste monitoring**

This team takes part in the **"LIFE-IP CEI-Greece" EU project** for the implementation of Circular Economy in Greece, with the primary aim of recording the amount of food waste at all stages of the supply chain in Greece and developing preventive actions. Through this project, the Group will be able to develop a methodology for assessing and recording food waste, which will be accessible to all food-service businesses in Greece via the publications of the Harokopio University.

We are thus fulfilling our commitments to disseminate the principles of sustainable consumption beyond the narrow boundaries of our own operations, and at the same time we are constantly expanding the process of monitoring and training our partners in sound food waste management practices.

We are part of the "Alliance for the Reduction of Food Waste" in Greece

The **"Alliance for the Reduction of Food Waste"** is a collective effort based on a voluntary agreement of cooperation between all stakeholders to coordinate their actions across the entire supply chain.

The aim of the Alliance is to promote and disseminate good practices, raise awareness and education on the prevention and reduction of food waste, develop synergies between stakeholders and interested parties, and contribute to public policy making.

We are actively contributing to the achievement of Sustainable Development Goal (SDG) 12.3 which aims **to halve food waste per capita by 2030 and reducing food loss** in both production and supply chains.

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Social Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
SOCIAL PRODUCT					
Total social product (€ in thousands)	€	**204,600**	180,197	201-1	ESRS 2 SBM-1
Employee compensation and benefits (€ in thousands)	€	**57,444**	53,053		
Total payments to government entities (direct and indirect taxes) (€ in thousands)	€	**20,970**	17,771		
Total investments (assets) (€ in thousands)	€	**5,778**	6,134		
Total investments (investments) (€ in thousands)	€	**2,607**	13		
Purchases from domestic suppliers (€ in thousands)	€	**100,411**	86,634	204-1	-
Purchases from international suppliers (€ in thousands)	€	**17,391**	16,592		
Number of franchise store employees and their families benefiting from our brands' activity	-	**2,500**	2,500		
Employee volunteer hours	-	**510**	750		
Number of food portions donated to charitable organizations	-	**1,776**	4,810		

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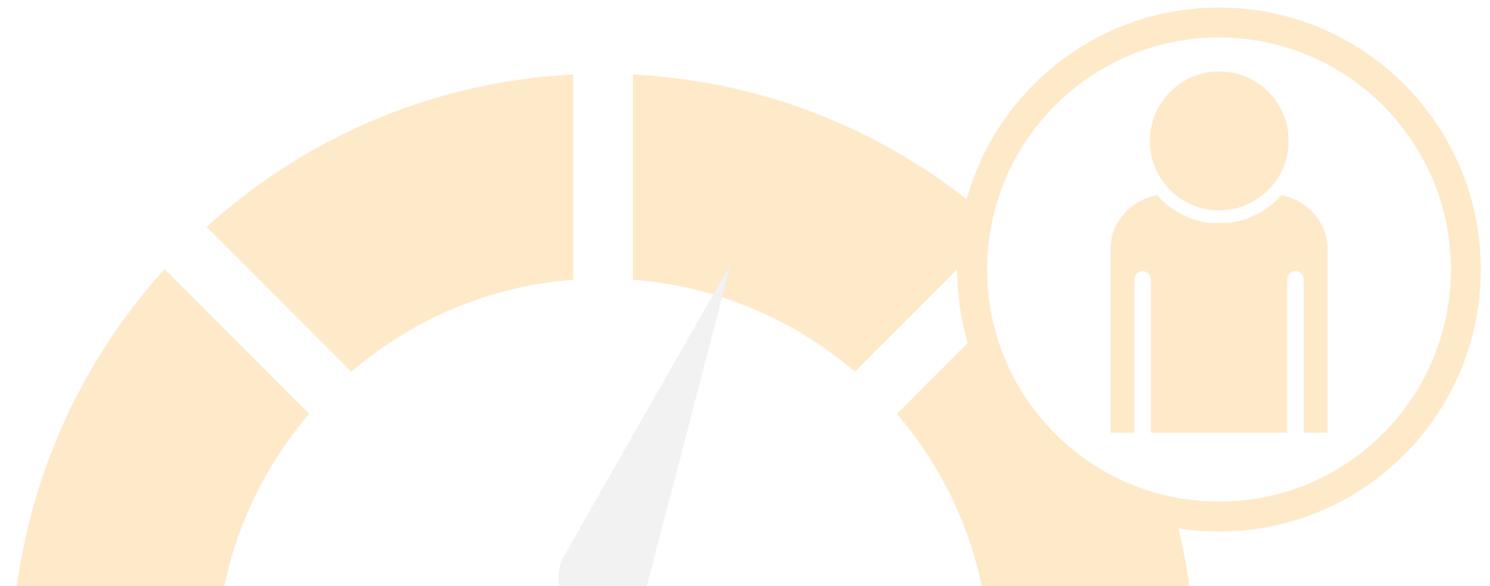
Group ESG Highlights

In 2024, through its brands the Group supported **75 activities** and events attended by more than **120** people.

New collaborations of our brands with civil society.

13.5% increase of the social product compared to the previous year.

510 hours of employee participation in voluntary activities
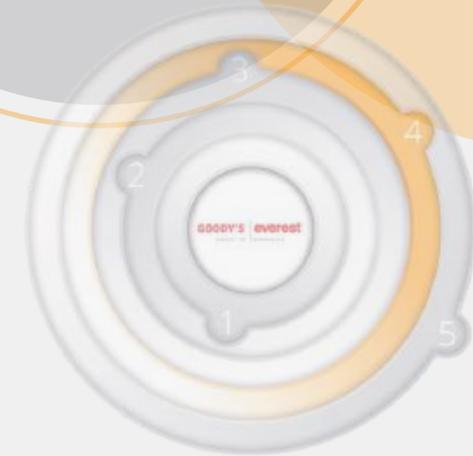
5 Caring for our planet

Minimizing our environmental footprint and committing to achieving Net Zero
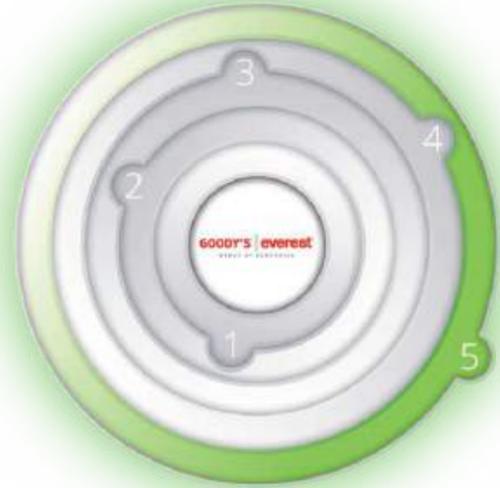
This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:

6 CLEAN WATER AND SANITATION   **7** AFFORDABLE AND CLEAN ENERGY   **12** RESPONSIBLE CONSUMPTION AND PRODUCTION   **13** CLIMATE ACTION   **15** LIFE ON LAND

Alignment with the Principles of the UN Global Compact

PRINCIPLE 7   PRINCIPLE 8   PRINCIPLE 9

GRI 2-23   GRI 2-27   ESRS 2 GOV-4   ESRS MDR-P   ESRS 2 SMB-3   ESRS E2-4   ESRS G1-1

Taking systematic measures to reduce our environmental footprint is essential for maintaining our long-term growth. That is why environmental responsibility is an integral part of our sustainable development strategy.

As of the end of 2021, we have been in the process of preparing a detailed emissions reduction action plan, with the aim of participating in and committing to the **Science Based Targets initiative (SBTi).**

Our approach to managing environmental issues is based on the Principles of Prevention and Precaution, reflecting our commitment to a responsible and forward-looking environmental strategy.

PREVENTIVE PRINCIPLE

It aims at the prevention of environmental impacts and requires preventive measures to anticipate and avoid them.

Our environmental responsibility

PRECAUTIONARY PRINCIPLE

It aims at ensuring protection of the environment through decision-making in cases of environmental risk.
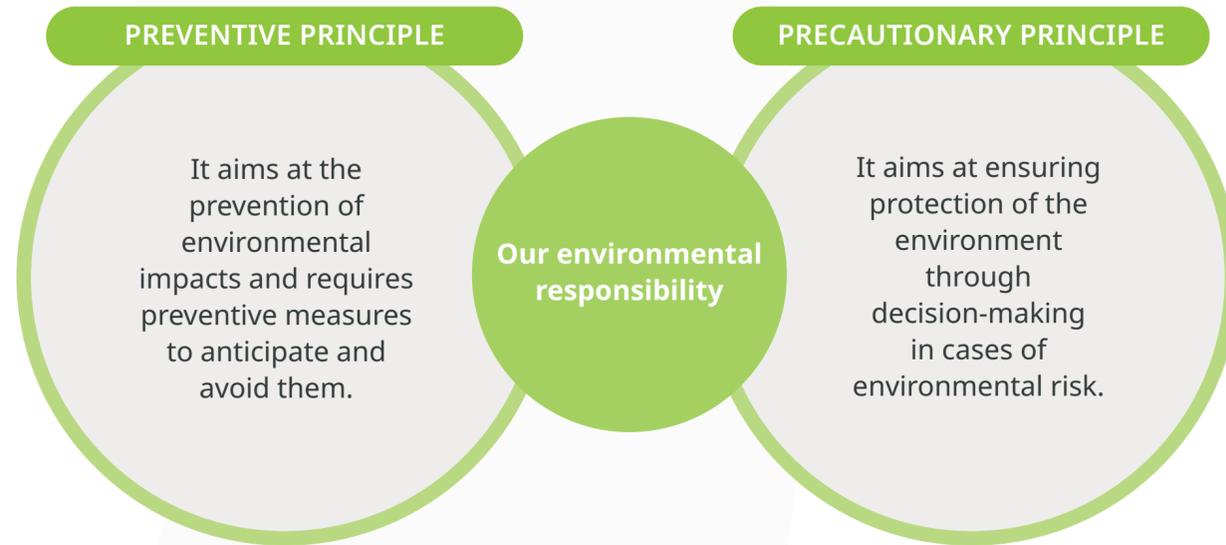
The production plants and some of the Group's stores implement an Environmental Management System, certified according to ISO 14001.
An Energy Management System in line with ISO 50001 is also implemented at the Hellenic Catering facilities.

During 2024,
there were no fines and/ or monetary penalties from incidents of non-compliance with environmental laws and regulations.

In 2022, **we updated the Policies related to the management of multiple environmental issues.**

Policies | **Issues**

Environmental Policy
- Climate Change & Greenhouse Gas Emissions
- Energy Management
- Water Management
- Biodiversity Protection

Waste Management Policy
- Materials, Chemicals & Waste Management
- Pollution Prevention
- Environmental Impact from product management at end of life

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Our response on Biodiversity

" At the **GOODY'S | everest Group**, we recognize that human well-being directly depends on the natural environment. "

As a Greek company, we operate in a country with one of the highest levels of biodiversity in Europe, which further reinforces our sense of responsibility for the protection of ecosystems that contribute to the resilience of local communities.

Nature enhances economic value and contributes to growth, increasing our resilience to climate change. **It provides us with essential resources as well as services such as climate regulation, pollination and water and air purification.**

In this context, the loss of biodiversity is a major threat to the planet which is why we believe it is a top priority for all businesses to redefine their relationship with nature.

The first critical step to this end is **to recognize the need to protect finite natural capital** and to plan a set of actions aimed at reversing the loss of biodiversity and the degradation of the ecosystem services we rely on.

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GRI 302-1   GRI 305-1   GRI 305-2   GRI 305-3   GRI 305-5   GRI 305-7
ESRS E1-3   E1-4   E1-5   E1-6   E1-7   ESRS E2-4

7 AFFORDABLE AND CLEAN ENERGY   **12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Our environmental responsibility: tackling climate change and energy management

Our commitment to protecting the planet extends throughout our entire supply chain, as we recognize the serious impacts of climate change on society, future generations, and the long-term sustainability of our organization.

CASE STUDY

In 2024, **the Group's short-term greenhouse gas emission reduction targets were officially validated by the international voluntary initiative Science Based Targets initiative (SBTi).**

Specifically, the Group has initiated the implementation of an appropriate action plan, committing to reducing its direct and indirect Scope 1 & 2 emissions by 42% and its indirect Scope 3 emissions by 25% by 2030.

Additionally, the Group has committed to a 30.3% reduction in emissions from activities related to **agriculture, forestry, and other land use (FLAG), as well as to ensure the elimination of deforestation linked to its operations by the end of 2025.

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Minimizing environmental impacts

Actions to save energy and reduce greenhouse gas emissions:

- Full operation of the photovoltaic network at the Hellenic Catering facilities in Pallini

- Replacement of part of the air conditioning units with more efficient Inverter-type systems

- Installation of a new medium-voltage substation with local compensation at the Hellenic Catering facilities in Sindos

- Ongoing implementation of the ISO 50001 Energy Management System

- Replacement of the electrical control panel for water pumps at the Sindos facilities with Inverter systems

- Installation of additional electricity meters and biological equipment for optimized energy management of blowers at the Sindos facilities

- Replacement of cooling units (e.g., IRINOX No2 and No3) at the Sindos facilities

- Replacement of Chiller No1 at the Sindos facilities based on energy efficiency criteria

- Replacement of refrigeration doors at the Pallini facilities

- Construction of a buffer refrigerator in the Cold Kitchen at the Sindos facilities, based on energy efficiency criteria

- Reconstruction of the ammonia compressor at the Sindos facilities

- Installation of an industrial heat recovery exchanger system to reduce natural gas consumption

- Installation of a central refrigerant leak detection system (freon)

- Replacement of two (2) hydraulic passenger elevators (each 19.6 kW) with new electric elevators (each 3.8 kW)

- Replacement of an air-cooled chiller with a new Inverter-type unit, achieving an average 35% annual energy savings

- Installation of an automatic air venting system for the refrigeration network

- Electrification of the van fleet of Olympic Catering for aircraft servicing

- Replacement of six (6) refrigerated storage chamber doors at Olympic Catering, aiming to reduce thermal losses and consequently lower electricity consumption of the central cold storage

- Ongoing improvements, modifications, and adjustments to the operation of the Olympic Catering building through the Building Management System (BMS) and electromechanical systems, with a focus on reducing energy consumption

- Strict adherence to the annual preventive maintenance programs for the central electromechanical equipment of Olympic Catering (e.g., boilers, air-cooled chillers, refrigerated storage chambers), ensuring smooth operation and optimal system performance

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For yet another year, in 2024, we calculated our carbon footprint, for **Scope 1, Scope 2 and Scope 3 emissions.**

Total carbon footprint of the Group for 2024 (tn CO_2)

2024   2023

SCOPE 3 (EXCL. FLAG)   -7%
269,156.70
289,361.29

SCOPE 2 MARKET-BASED*   -6%
15,190.86
16,233.27

SCOPE 2 LOCATION-BASED*   -25%
7,901.28
10,546.16

SCOPE 1
7,801.16
7,818.87

TOTAL EMISSIONS (EXCL. FLAG)   -7%
292,148.72
313,413.43
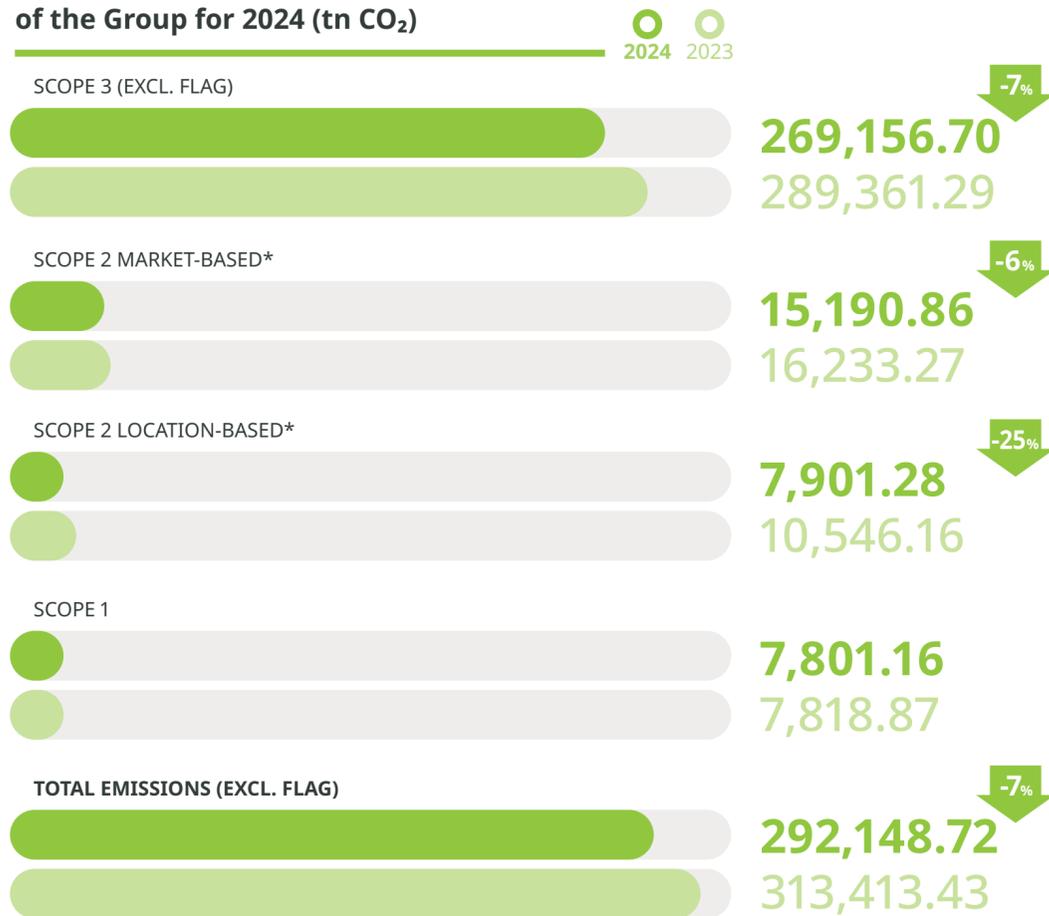
Carbon footprint of Hellenic Catering for 2024 (tn CO_2)

SCOPE 2 MARKET-BASED
4,913.99

SCOPE 2 LOCATION-BASED
2,699.50

SCOPE 1
1,878.38
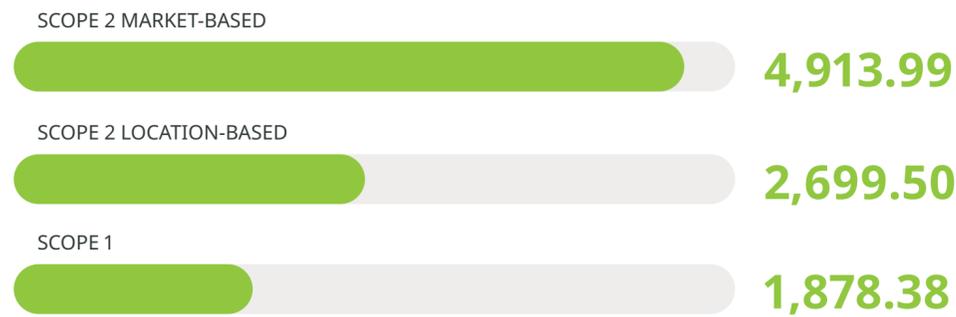
Carbon footprint of Elaitis Catering for 2024 (tn CO_2)

SCOPE 2 MARKET-BASED
17.75

SCOPE 2 LOCATION-BASED
8.99
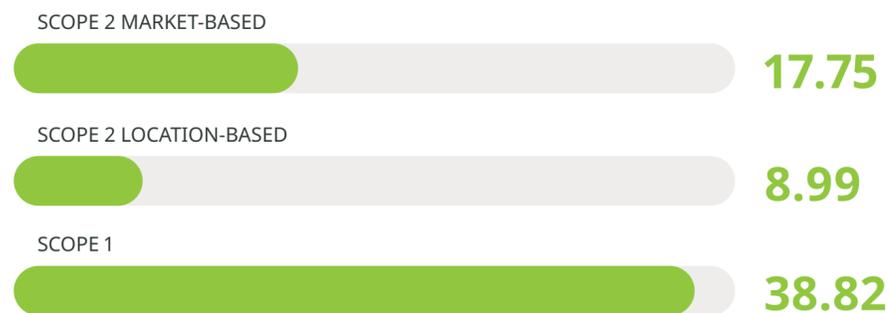
SCOPE 1
38.82

Carbon footprint of Olympic Catering for 2024 (tn CO_2)*

SCOPE 2 MARKET-BASED
2,414.23

SCOPE 2 LOCATION-BASED
1,221.99
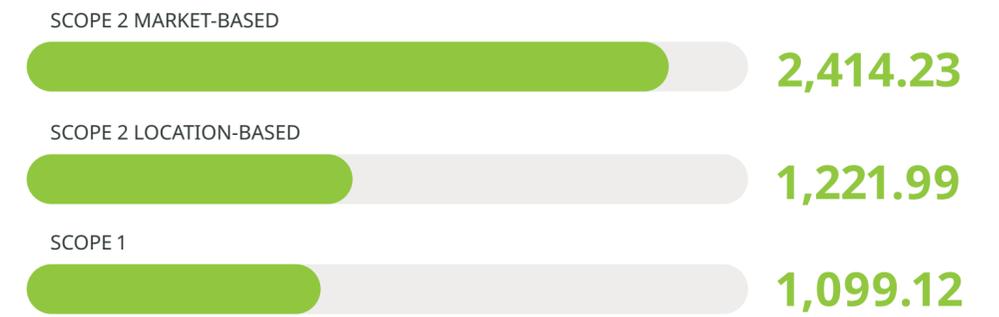
SCOPE 1
1,099.12

Carbon footprint of stores for 2024 (tn CO_2)

SCOPE 2 MARKET-BASED
7,831.74

SCOPE 2 LOCATION-BASED
3,964.14
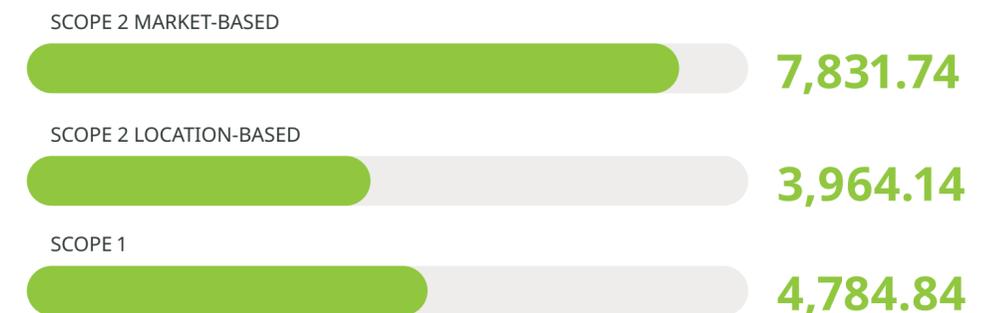
SCOPE 1
4,784.84

* In 2024, a slight increase of 2.81% was observed in total electricity consumption compared to 2023. However, a reduction in Scope 2 emissions was recorded, attributed to the difference in emission factors used for each reporting year.

The Group's nitrogen dioxide (NOx) emissions for 2024 reached a total of 1,207 tons, up by 3.16%, compared to 2023. Specifically, Hellenic Catering produced 1,044 tons of nitrogen dioxide, and Olympic Catering 163 tons, increased by 2.96% and by 5.16% respectively, compared to 2023.

Indirect NOx emissions (tn)
for Olympic Catering, Hellenic Catering and the Group as a whole
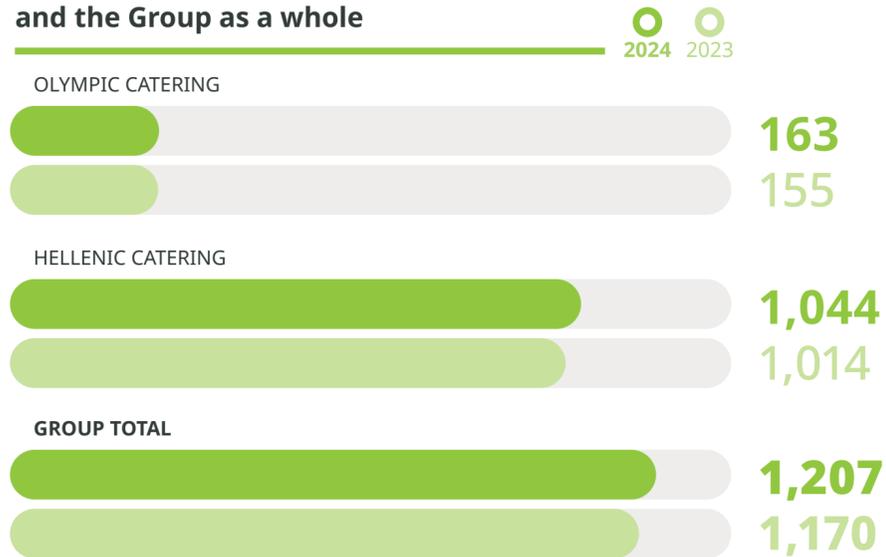
2024   2023

OLYMPIC CATERING
- **163**
- 155

HELLENIC CATERING
- **1,044**
- 1,014

GROUP TOTAL
- **1,207**
- 1,170

Total energy consumption
in the Group for 2024 (MWh)*

2024   2023

HELLENIC CATERING
- **16,777.5**
- 15,862.8

OLYMPIC CATERING
- **5,141.5**
- 5,418. 3

ELAITIS CATERING
- **167**
- --

STORES
- **19,158.9**
- 19,055.3

TOTAL
- **41,245**
- 40,336.4

Electricity consumption
in the Group for 2024 (MWh)*

2024   2023

HELLENIC CATERING
- **10,693.6**
- 10,625.1

OLYMPIC CATERING
- **4,840.7**
- 4,232.8

ELAITIS CATERING
- **35.6**
- --

STORES
- **15,729.6**
- 15,585.4

TOTAL
- **31,299.5**
- 30,443.29
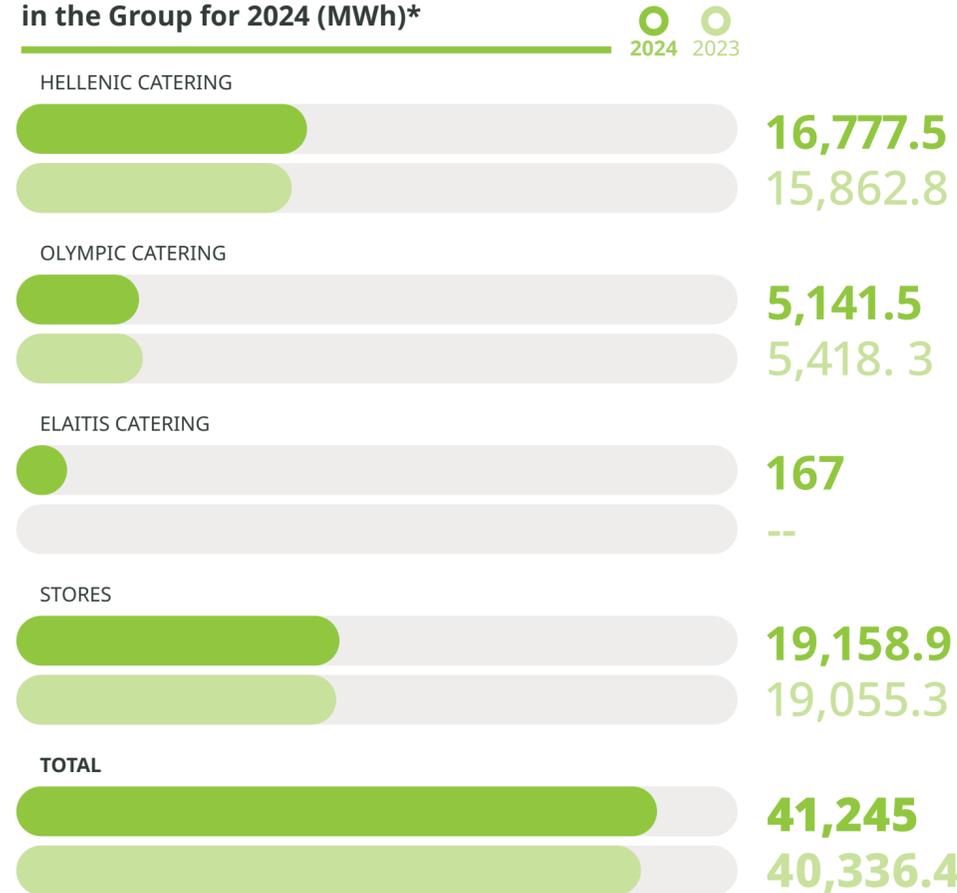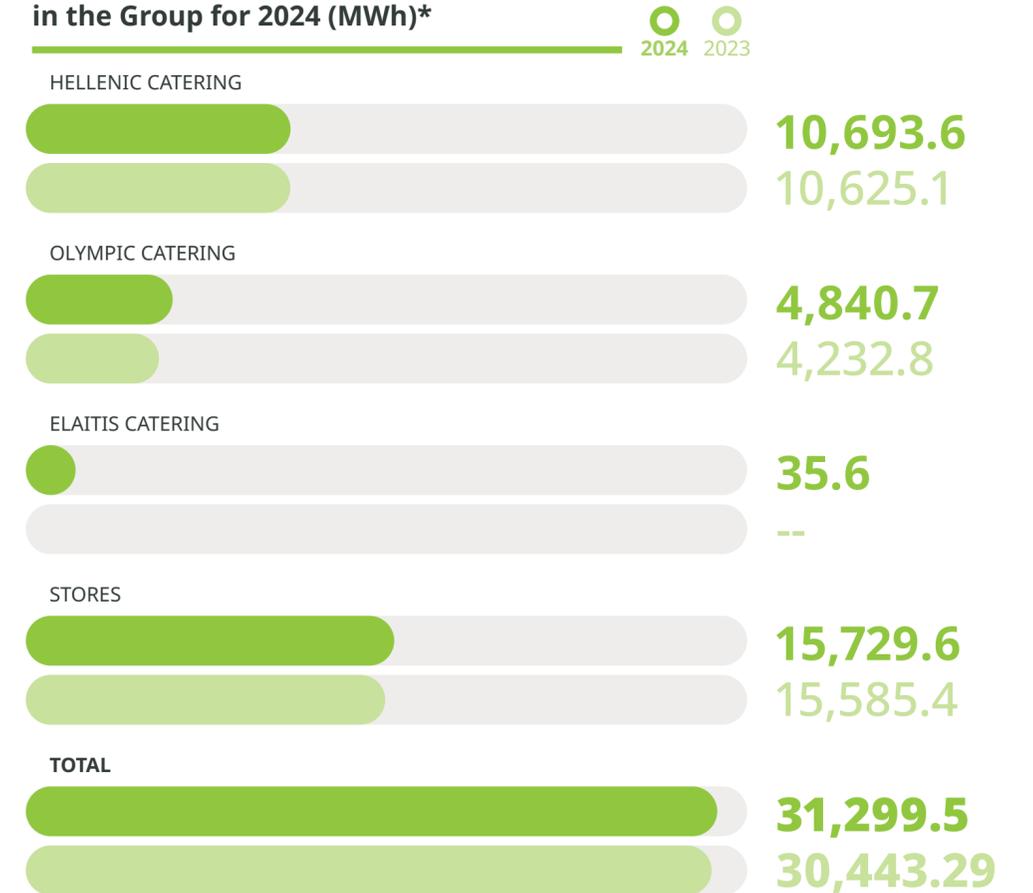
In 2024, for the third consecutive year, we recorded sulfur dioxide (SOx) emissions, which amounted to 153 tons, entirely from Hellenic Catering, marking a **7.27% reduction** compared to 2023.

*The total energy consumption and electricity consumption for 2023 differ from the figures published in the 2023 report due to the update of certain quantitative data.

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In 2024, the Group's total fuel consumption from non-renewable sources reached **9,902 MWh**, including diesel consumption for trucks, natural gas, liquified petroleum gas, and diesel and gasoline for leased passenger vehicles.

2024, was the first year of operation for the photovoltaic panels installed on the rooftops of the Hellenic Catering facilities in Pallini, a significant technological investment that reflects our commitment to green energy and sustainable development.

Electricity production reached **840,680 kWh/ year**, exceeding the initial estimate of 791,500 kWh/ year by 8.5%, due to favorable weather conditions. The total energy consumption of the facility in 2024 was approximately **2,300,000 kWh**, with self-generated energy covering 37% of total consumption.

CASE STUDY

The Olive Pit:
A High-Efficiency Ecological Biofuel

At Elaitis Catering, driven by strong environmental awareness and a commitment to promoting energy-saving solutions, we harness the unique natural wealth of Lesvos by converting the by-products of the olive oil production process into biomass. With approximately eleven million olive trees covering most of its area, Lesvos is not only a place of exceptional olive oil production but also an inexhaustible source of renewable energy that deserves full utilization.

Olive → Olive Oil + Olive Biomass *(pit and mill residues)* → Olive Pit Wood *(olive core)*

Clean olive pit wood is an efficient energy source with high calorific value and significant environmental benefits:

- **Cleaner combustion:** Its burning produces low ash and minimal odor, contributing to a cleaner environment.

- **Eco-friendly product:** It contains no chemicals and its production does not require tree felling, as it is derived directly from the separation of the olive pulp and peel, while simultaneously promoting the circular economy.

- **Non-polluting exhaust gases:** The exhaust gases from its combustion do not cause pollution problems, as they do not contain sulphur or other harmful pollutants, thus protecting the atmosphere.

The use of olive pit wood extends to household heaters, small industries, and large industrial units. **Elaitis Catering is committed to adopting sustainable practices that contribute to combating climate change and lead to a green, sustainable future.**

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GRI 303-1 · GRI 303-2 · GRI 303-3 · GRI 303-4 · GRI 303-5
ESRS 2 SBM-3 · ESRS E2-3 · ESRS E3-2 · E3-3 · E3-4

6 CLEAN WATER AND SANITATION · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We aim to reduce water consumption

Reducing water consumption is a key aspect of our plan to contribute to environmental protection. We consistently invest in new technologies and equipment to minimize water usage across all our activities.

Actions for reducing water consumption:

- Foot-pedal operated water taps in stores.
- Washing machine with water recycling function.
- Defrosting tank that recirculates water.
- Installation of photocell water taps in bathrooms.
- Biological treatment of wastewater and reuse for underground irrigation.
- Borehole water treatment.
- Water treatment by reverse osmosis.
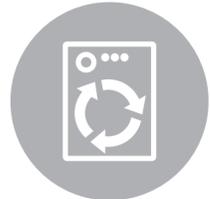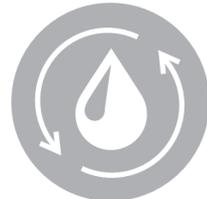
The total volume of water pumped in 2024 was **92,010 m³** for Hellenic Catering and **819 m³** for Elaitis Catering.

The total volume of water discharged in 2024 **decreased by 1.2%** compared to 2023 and specifically was **41,825 m³** entirely from Hellenic Catering.

In 2024, water consumption at the **Hellenic Catering** production unit and at the stores decreased by **3.21%** and **1.58%**, respectively, compared to 2023.

The Group fully complies with regulatory requirements regarding wastewater discharge quality. Specifically, at Hellenic Catering in Pallini, the Standard Environmental Commitments (SEC) included in the operating license are followed, as is the case for Elaitis Catering in Lesvos. At **Hellenic Catering** in Sindos, a waste disposal permit has been granted by ETBA INDUSTRIAL AREAS S.A. FOR THE ESTABLISHMENT, ORGANIZATION, MANAGEMENT & OPERATION OF INDUSTRIAL AREAS, which is valid following notification. For **Olympic Catering**, the airport's SEC and Olympic Catering's Environmental Management Plan are followed.

Water consumption in the Group (m³)

	2024	2023
TOTAL OF THE GROUP	119,888	119,940
HELLENIC CATERING	50,185	51,848
OLYMPIC CATERING	16,333	13,865
STORES	53,370	54,227

Olympic Catering

Water at Olympic Catering is used for facility needs, such as cooling, heating, cold storage, daily employee use, and production requirements.

The building is supplied with water from the airport network. Water is discharged into the airport's sewage system, and no water recycling takes place.

Hellenic Catering

At Hellenic Catering's facilities in Pallini, water is mainly used for cleaning storage and logistics areas, as well as for the operation of cooling and heating systems. The facilities are supplied with water by the Municipal Unit of Pallini.

Accordingly, at the company's facilities in Sindos, water is used for the cleanliness of the factory's premises, equipment, clothing and utensils, as well as for cooling/heating needs. In addition, it is used as an ingredient in the production process. Water supply is ensured by ETVA INDUSTRIAL AREAS S.A. (Company for the Establishment, Organization, Management and Operation of Industrial Areas).

Elaitis Catering

Water use at Elaitis Catering's facilities in Alyfanta, Lesvos concerns the needs of production, cleaning of production areas and other building facilities, daily employee use, as well as facility needs such as cooling, heating, and cold storage.

The unit's facilities are supplied by the Municipal Water and Sewerage Company of Lesvos (DEYAL). In the wider area of Alyfanta, Lesvos, there is no sewage or water recycling system, so the facilities are served by a septic tank, and a special vehicle is used daily for wastewater collection.

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GRI 306-1   GRI 306-2   GRI 306-3   GRI 306-4   GRI 306-5
ESRS 2 SBM-3   ESRS E5-2   E5-4   E5-5

12 RESPONSIBLE CONSUMPTION AND PRODUCTION   **15 LIFE ON LAND**

We promote responsible waste management and circular economy practices

GOODY'S | everest Group fully complies with regulations on proper waste management, and to this end has established a waste management policy which **incorporates actions related to:**

1
Avoidance of creation of waste and reduction of food waste through proper management.

2
Reuse and recycle waste where possible.

3
Redistribution and donation of food suitable for consumption.

4
Appropriate disposal.

The Group is heavily involved in recycling both through its plants and its stores, where possible.

Production plants

Olympic Catering

The production of non-hazardous waste by Olympic Catering amounted to 243.57 tons, of which 121.76 tons of municipal waste were recovered by third-party entities, while the rest were diverted from disposal. Specifically, the production unit delivers for recycling to the appropriate facilities of Athens International Airport (AIA) waste from plastic, paper, metal, wood, and glass.

Hellenic Catering

The production of non-hazardous waste by Hellenic Catering amounted to 859.63 tons, of which 379.83 tons were diverted from disposal, while the rest were sent to Sanitary Landfill Sites (SLF). Specifically, the production unit collaborates with licensed companies for the recycling of generated waste related to paper, plastic, wood, metal, and biological sludge.

Generated Waste (tn)
Olympic Catering

NON-HAZARDOUS WASTE	
PAPER-CARDBOARD	64.55
WOOD	2.85
PLASTIC	41.07
MUNICIPAL WASTE	121.76
GLASS	1.98
METALS	2.12
CONSTRUCTION WASTE – MIXED	2.45
ORGANIC WASTE	3.61
GREENERIES	3.18
ΣΥΝΟΛΟ	**243.57**

Generated Waste (tn)
Hellenic Catering

HAZARDOUS WASTE	
USED MINERAL OILS	2.50
BATTERIES	0.83
ELECTRICAL AND ELECTRONIC EQUIPMENT	3.74
TOTAL	**7.07**

NON-HAZARDOUS WASTE	
PAPER-CARDBOARD	70.06
WOOD	40.42
PLASTIC	18.17
USED COOKING OILS	18.88
MUNICIPAL WASTE	479.80
METALS	3.60
FOOD WASTE	25.02
BIOLOGICAL TREATMENT SLUDGE	202.00
TIRES	1.63
TONER CARTRIDGES	0.06
TOTAL	**859.63**

Elaitis Catering

At the Elaitis Catering production unit, appropriate inventory management practices are applied daily to minimize food waste and reduce waste generation. The production unit collaborates with the local recycling company for plastic and paper waste, and with a specialized company for the management of used oils related to the food production process.

In 2024, no hazardous waste was generated by **Olympic Catering.**

In 2024, **7.07 tons** of hazardous waste were generated by **Hellenic Catering, 100%** of which was diverted from disposal.

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13 CLIMATE ACTION

Lorem ipsum

Stores

At the stores, all quantities of cooking oils are recycled, in accordance with the new legislative framework. Specifically, in 2024, 204 tons of cooking oils were recycled, marking a 3.6% increase compared to 2023. Packaging is recycled depending on the infrastructure of each municipality within the administrative boundaries of which each store operates.

Spent coffee recycling

everest — let's go green

In 2024, our stores recycled nearly **84 tons of spent coffee**, which resulted in approximately **28,560 m³** of methane not being released into the atmosphere

One of the Group's most innovative initiatives is the full recycling and utilization program of spent coffee from its owned everest & Flocafe Espresso Room stores in Attica. Spent coffee is collected and transported to a processing unit in Megara, Attica, where its composted and converted into soil enhancer, which is then offered to local producers.

Raising awareness

We aim to raise the awareness of our customers across the Group's brands, by encouraging them to adopt habits that contribute to the protection of the environment.

In this context, everest is taking part in **"THE GREEN CITY"**, a pioneering recycling program implemented by the Region of Attica and the Special Interlevel Association of the Prefecture of Attica (EDSNA). The program offers citizens in all the Municipalities of Attica the opportunity to win various discounts and offers by recycling.

In 2024 approximately **4,447** gift vouchers of the program were redeemed at the **everest** stores, up by **23,5%** compared to last year.

Note: it is estimated that 1 ton of spent coffee is equivalent to 340 m³ less methane in the atmosphere).

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GRI 301-1   ESRS E5-4

Transition to more sustainable packaging

Our main priorities include **increasing the percentage of recyclable materials** in all single-use packaging and steadily reducing the total volume of single-use packaging through **reuse initiatives.**

We are continuously expanding the use of recyclable and biodegradable **"Browncolor"** paper certified by FSC®, ensuring that the wood is sourced from forested areas following sustainable practices and contributing to the conservation of biodiversity and forest resources.

Moreover, our brands promote a wide range of reusable cups, which are regularly renewed, and offer incentives to consumers not to use disposable cups.

In 2024, we proceeded with the design of a new **"Browncolor"** paper packaging for Goody's Burger House: the "sharing box" is designed to reduce the overall volume of packaging, as it is a single package that contains products for three (3) people.

Packaging materials at Hellenic Catering (tn)

2024	
PAPER	403,522
PLASTIC	340,666
ALUMINIUM	21,990
MIXED MATERIALS	17,191
TOTAL	**783,369**

Packaging materials at Olympic Catering (tn)

2024	
PAPER	26,264
PLASTIC	76,243
ALUMINIUM	100
MIXED MATERIALS	10,161
TOTAL	**112,768**

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Environmental Indicators

INDICATOR	UNIT OF MEASUREMENT	2024	2023	GRI	ESRS
ENERGY					
Total energy consumption	MWh	41,245	40,336.40	302-1	E1-5
Total electricity consumption	MWh	31,299.5	30,443.29		
Total fuel consumption from non-renewable sources	MWh	9,902	9,893.11		
Energy production from renewable sources	MWh	840.68	-		
GASEOUS EMISSIONS					
Direct GHG emissions (Scope 1)	tn CO_2eq	7,801.16	7,818.87	305-1	E1-4, E1-6
Indirect GHG emissions (Scope 2) (location-based)	tn CO_2eq	7,901.28	10,546.16	305-2	E1-4, E1-6
Indirect GHG emissions (Scope 2) (market-based)	tn CO_2eq	15,190.86	16,233.27		
Indirect GHG emissions (Scope 3)	tn CO_2eq	269,156.70	289,361.29	305-3	E1-4, E1-6
GHG emissions reduction	tn CO_2eq	21,264.71	-	305-5	E1-3, E1-4, E1-7
Total NOx emissions	tn	1,207	1,170	305-7	E2-4
Total SOx emissions	tn	153	165		
WATER					
Total water withdrawal	m³	92,829	-	303-3	E3-4
Total water discharge	m³	41,825	42,328	303-4	E3-4
Total water consumption	m³	119,888	119,940	303-5	E3-4
WASTE					
Total non-hazardous waste generated (Hellenic Catering, Olympic Catering, Stores)	tn	1,501.28	1,089.97	306-3	E5-5
Hazardous waste residues generated (Hellenic Catering, Olympic Catering, Stores)	tn	7.07	4.92		
Total amount of waste diverted from disposal	tn	899.72	851.24	306-4	E5-5
Percentage of total waste sent to disposal	tn	601.56	440.65	306-5	E5-5
Percentage of plastic saved by Hellenic and Olympic Catering	kg	-	93		
Volume of methane released into the atmosphere	m³	28,560	36,380		
Number of redeemed gift vouchers	-	4,447	3,600		
PACKAGING MATERIALS					
Total quantity of packaging materials used (Olympic, Hellenic Catering)	tn	896,137	597,751	301-1	E5-4
Percentage reduction in packaging volume	-	-	7%		
Packaging volume reduction rate	kg	-	9,052		

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Group ESG Highlights

37% of energy requirements of the Hellenic Catering facility in Pallini were covered by self-production due to the operation of the photovoltaic system.

7,27% reduction in SOx emissions compared to the previous year.

Validation of short-term greenhouse gas emission reduction targets by the international initiative **SBTi**

GOODY'S | everest®
GROUP OF COMPANIES

Appendices

Appendix 1:
Data of GOODY'S | everest Group

Group's Human Capital data

GRI 2-7 ESRS 2 SBM-1 ESRS S1-6

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION						
	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Attica						
Number of permanent employees	730	524	1,254	765	592	1,357
Number of temporary employees	7	3	10	16	10	26
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	612	433	1,045	661	484	1,145
Number of part-time employees	125	94	219	120	118	238
Number of employees (total)	**737**	**527**	**1,264**	**781**	**602**	**1,383**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION						
	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Arfara						
Number of permanent employees	1	10	11	3	8	11
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	1	10	11	3	8	11
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**1**	**10**	**11**	**3**	**8**	**11**

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EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Atalanti						
Number of permanent employees	3	45	48	3	41	44
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	3	45	48	3	41	44
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**3**	**45**	**48**	**3**	**41**	**44**
Evinochori						
Number of permanent employees	3	18	21	5	15	20
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	3	18	21	5	15	20
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**3**	**18**	**21**	**5**	**15**	**20**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Volos						
Number of permanent employees	10	39	49	11	39	50
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	10	39	49	11	39	50
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**10**	**39**	**49**	**11**	**39**	**50**
Heraklion, Crete						
Number of permanent employees	6	3	9	9	6	15
Number of temporary employees	4	10	14	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	10	13	23	9	6	15
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**10**	**13**	**23**	**9**	**6**	**15**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Thessaloniki						
Number of permanent employees	226	209	435	195	163	358
Number of temporary employees	11	20	31	8	25	33
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	198	189	387	172	145	317
Number of part-time employees	39	40	79	31	43	74
Number of employees (total)	**237**	**229**	**466**	**203**	**188**	**391**
Kavala						
Number of permanent employees	13	17	30	14	17	31
Number of temporary employees	0	0	0	2	0	2
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	7	3	10	8	3	11
Number of part-time employees	6	14	20	8	14	22
Number of employees (total)	**13**	**17**	**30**	**16**	**17**	**33**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Ioannina						
Number of permanent employees	6	10	16	6	10	16
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	6	7	13	6	7	13
Number of part-time employees	0	3	3	0	3	3
Number of employees (total)	**6**	**10**	**16**	**6**	**10**	**16**
Katerini						
Number of permanent employees	21	34	55	18	29	47
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	21	34	55	18	29	47
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**21**	**34**	**55**	**18**	**29**	**47**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Corfu						
Number of permanent employees	1	2	3	2	2	4
Number of temporary employees	1	0	1	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	2	2	4	2	2	4
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**2**	**2**	**4**	**2**	**2**	**4**
Larissa						
Number of permanent employees	24	31	55	5	12	17
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	6	8	14	0	3	3
Number of part-time employees	18	23	41	5	9	14
Number of employees (total)	**24**	**31**	**55**	**5**	**12**	**17**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Corinth						
Number of permanent employees	7	14	21	7	17	24
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	7	14	21	7	16	23
Number of part-time employees	0	0	0	0	1	1
Number of employees (total)	**7**	**14**	**21**	**7**	**17**	**24**
Mykonos						
Number of permanent employees	1	1	2	1	1	2
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	1	1	2	1	1	2
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**1**	**1**	**2**	**1**	**1**	**2**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Platanos						
Number of permanent employees	12	35	47	14	31	45
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	11	35	46	13	31	44
Number of part-time employees	1	0	1	1	0	1
Number of employees (total)	**12**	**35**	**47**	**14**	**31**	**45**
Rhodes						
Number of permanent employees	1	4	5	1	7	8
Number of temporary employees	0	3	3	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	1	7	8	1	7	8
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**1**	**7**	**8**	**1**	**7**	**8**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Santorini						
Number of permanent employees	1	1	2	1	1	2
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	1	1	2	1	1	2
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**1**	**1**	**2**	**1**	**1**	**2**
Schimatari						
Number of permanent employees	12	32	44	12	33	45
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	12	31	43	12	32	44
Number of part-time employees	0	1	1	0	1	1
Number of employees (total)	**12**	**32**	**44**	**12**	**33**	**45**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Tripoli						
Number of permanent employees	7	9	16	7	9	16
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	7	9	16	7	9	16
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	**7**	**9**	**16**	**7**	**9**	**16**
Psathopyrgos						
Number of permanent employees	6	30	36	9	28	37
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	5	28	33	9	27	36
Number of part-time employees	1	2	3	0	1	1
Number of employees (total)	**6**	**30**	**36**	**9**	**28**	**37**

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2024			2023		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Chania						
Number of permanent employees	6	17	23	5	22	27
Number of temporary employees	0	1	1	1	1	2
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	5	18	23	6	23	29
Number of part-time employees	1	0	1	0	0	0
Number of employees (total)	**6**	**18**	**24**	**6**	**23**	**29**
Lesvos						
Number of permanent employees	26	8	34	-	-	-
Number of temporary employees	4	3	7	-	-	-
Number of non-guaranteed hours employees	0	0	0	-	-	-
Number of full-time employees	27	11	38	-	-	-
Number of part-time employees	3	0	3	-	-	-
Number of employees (total)	**30**	**11**	**41**	**-**	**-**	**-**
GRAND TOTAL	**1,150**	**1,133**	**2,283**	**1,120**	**1,119**	**2,239**

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TOTAL EMPLOYED & SALARIED (I.E. INCLUDING SEASONAL WORKERS)		
	2024	2023
Men	1,990	2,012
Women	1,959	1,967
Total	**3,949**	**3,979**

GRI 405-1   ESRS 2 GOV-1   ESRS S1-6   S1-9   S1-12

EMPLOYEES AND DISTRIBUTION PER HIERARCHICAL LEVEL AND AGE									
Position/ Hierarchical level	2024								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Directors	0	0	**0**	2	1	**3**	5	4	**9**
Departments Heads	1	2	**3**	38	12	**50**	35	9	**44**
Office staff	2	13	**15**	49	56	**105**	20	18	**38**
Other employees, foremen and factory staff	341	220	**561**	463	550	**1,013**	194	248	**442**
Total	**344**	**235**	**579**	**552**	**619**	**1,171**	**254**	**279**	**533**

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GRI 401-1   ESRS S1-6

TOTAL HIRES PER REGION, GENDER AND AGE

Region	2024								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Attica	258	153	**411**	125	78	**203**	27	25	**52**
Arfara	0	2	**2**	0	0	**0**	0	0	**0**
Atalanti	2	1	**3**	1	14	**15**	1	3	**4**
Volos	0	3	**3**	2	5	**7**	1	1	**2**
Evinochori	1	1	**2**	0	2	**2**	0	1	**1**
Heraklion, Crete	14	27	**41**	10	38	**48**	9	48	**57**
Thessaloniki	51	28	**79**	35	51	**86**	19	25	**44**
Ioannina	2	0	**2**	1	1	**2**	0	0	**0**
Kavala	3	0	**3**	1	1	**2**	0	0	**0**
Katerini	2	0	**2**	2	10	**12**	0	1	**1**
Corfu	9	8	**17**	6	4	**10**	2	6	**8**
Corinth	0	2	**2**	3	3	**6**	0	0	**0**
Larissa	11	6	**17**	5	2	**7**	0	1	**1**
Mykonos	12	2	**14**	1	1	**2**	0	1	**1**
Platanos	5	8	**13**	1	11	**12**	0	2	**2**
Rhodes	17	10	**27**	3	11	**14**	2	7	**9**
Santorini	10	3	**13**	2	1	**3**	0	3	**3**
Schimatari	2	0	**2**	1	4	**5**	1	2	**3**
Tripoli	0	1	**1**	0	2	**2**	0	0	**0**
Chania	0	0	**0**	9	6	**15**	5	1	**6**
Chalkida	22	27	**49**	7	6	**13**	3	4	**7**
Psathopyrgos	1	1	**2**	0	1	**1**	0	1	**1**
Total	**422**	**283**	**705**	**215**	**252**	**467**	**70**	**132**	**202**
Total number of employees during the reporting period	344	235	**579**	552	619	**1,171**	254	279	**533**
Percentage (%) of employees hired	**123%**	**120%**	**122%**	**39%**	**41%**	**40%**	**28%**	**47%**	**38%**

TOTAL EXITS PER REGION, GENDER AND AGE

Region	2024								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Attica	156	103	**259**	81	59	**140**	16	16	**32**
Arfara	0	0	**0**	1	0	**1**	0	0	**0**
Atalanti	1	1	**2**	0	7	**7**	0	1	**1**
Volos	1	4	**5**	3	1	**4**	0	2	**2**
Evinochori	0	0	**0**	0	0	**0**	0	0	**0**
Heraklion, Crete	1	3	**4**	1	2	**3**	0	4	**4**
Thessaloniki	24	28	**52**	14	9	**23**	7	8	**15**
Ioannina	0	0	**0**	0	1	**1**	0	0	**0**
Kavala	5	0	**5**	1	1	**2**	0	0	**0**
Katerini	1	0	**1**	0	5	**5**	0	0	**0**
Corfu	0	0	**0**	0	0	**0**	0	0	**0**
Corinth	0	4	**4**	1	2	**3**	0	0	**0**
Larissa	7	7	**14**	2	3	**5**	0	0	**0**
Mykonos	2	1	**3**	0	0	**0**	0	0	**0**
Platanos	2	1	**3**	1	5	**6**	0	0	**0**
Rhodes	4	1	**5**	0	0	**0**	0	1	**1**
Santorini	1	0	**1**	0	1	**1**	0	1	**1**
Schimatari	3	0	**3**	0	1	**1**	0	1	**1**
Tripoli	0	0	**0**	0	0	**0**	0	0	**0**
Chania	3	0	**3**	2	1	**3**	0	0	**0**
Chalkida	2	4	**6**	0	3	**3**	0	1	**1**
Psathopyrgos	0	0	**0**	1	3	**4**	0	0	**0**
Total	**213**	**157**	**370**	**108**	**104**	**212**	**23**	**35**	**58**
Total number of employees during the reporting period	344	235	**579**	552	619	**1,171**	254	279	**533**
Percentage (%) of employees hired	**62%**	**67%**	**64%**	**20%**	**17%**	**18%**	**9%**	**13%**	**11%**

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GRI 2-2   GRI 2-3   GRI 2-4   GRI 2-5   GRI 3-1   GRI 3-2

ESRS 1   ESRS 1 5.1   ESRS 2 BP-1   ESRS 2 BP-2   ESRS 2 SBM-3   ESRS 2 IRO-1

Appendix 2:
About the 2024 Sustainable Development Report

This Report constitutes the 8th annual Sustainability Report of **GOODY'S | everest Group (GOODY'S S.A. - everest S.A.)**, which represents the food-service sector of the Vivartia Group. Through this Report, we communicate the Group's strategy, objectives, performance, and all actions related to Sustainable Development and corporate responsibility in order to create long-term value for our stakeholders.

We aim to provide accurate and complete information on the Group's actions, performance and commitments to the environment, society and governance.

GOODY'S | everest presents its performance for the period from 01/01/2024 to 31/12/2024 through qualitative and quantitative data. The previous Report covering the period from 01/01/2023 to 31/12/2023, was the 8th Sustainability Report Development and was published in Group's website.

The information in the Report concerns the GOODY'S | everest Group, its subsidiaries and the activity of the stores. More specifically, it covers the offices of the Group and its subsidiaries, the production plants in Athens,Thessaloniki and Lesvos, as well as the other facilities and stores in Attica, Arfara, Atalanti, Volos, Evinochori, Heraklion-Crete, Thessaloniki, Ioannina, Kavala, Katerini, Corfu, Corinth, Larissa, Mykonos, Platanos, Rhodes, Santorini, Schimatari, Tripoli, Chania and Psathopyrgos.

The Report has been prepared **"in accordance with" the Global Reporting Initiative (GRI) 2021 Standards,** the AA1000AP (2018), while the internationally recognized reporting standards of the Sustainability Accounting Standards Board (SASB) and Morgan Stanley Capital International (MSCI) have been considered.

Furthermore, the Group's actions are linked to the 17 United Nations Sustainable Development Goals (SDGs) and the (10) Ten Principles of the United Nations Global Compact. In this Report, there are no material restatements or changes compared to the Company's previous Report.

To determine the material topics for the Report, we conducted a Double Materiality analysis, taking into account both our impacts on society, the environment, and the economy, as well as the risks and opportunities related to our financial performance.

The main difference in this year's Sustainability Report compared to previous editions is the renewed execution of the Double Materiality analysis. This process was carried out in full alignment with the European Sustainability Reporting Standards (ESRS), as defined by the Corporate Sustainability Reporting Directive (CSRD).

Furthermore, selected GRI indicators have undergone external verification by **TÜV HELLAS S.A.**, to confirm compliance with the above standards. To verify compliance with **AA1000AP (2018)** requirements, the guidelines of the AA1000 Assurance Standard (AA1000AS v3) were followed.

For more information, comments or any questions and further clarifications, you can contact the following contact details:

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Appendix 3:
GRI Standards 2021 Content Index and European Sustainability Reporting Standards (ESRS)

STATEMENT OF USE	GOODY'S | everest GROUP HAS PREPARED THE ESG REPORT 2024 IN ACCORDANCE WITH THE GRI STANDARDS FOR THE PERIOD 1/1/2024 TO 31/12/2024	THE REPORT INCLUDES SELECTED DISCLOSURES FROM THE EUROPEAN SUSTAINABILITY REPORTING STANDARDS (ESRS) FOR THE PERIOD FROM 1/1/2024 TO 31/12/2024
GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS

| GRI Standards | Disclosure | Page | Omission |||| ESRS Standards |
			Requirement(s) omitted	Cause	Explanation	External Assurance	
GENERAL DISCLOSURES						
GRI 2: **General Disclosures**	2-1 Organization details	pg. 16-18, 127	*The gray cell indicates that reasons for omission are not permitted for this disclosure*			✓	
	2-2 Entities included in the organization's sustainability reporting	pg. 127				✓	ESRS 2 BP-1
	2-3 Reporting period, frequency and contact details	pg. 127				✓	
	2-4 Restatements of Information	pg. 127				✓	ESRS 2 BP-2
	2-5 External Assurance	pg. 127, 142-144				✓	
	2-6 Activities, value chain, other business relationships	pg. 16-18, 24-25, 48-50				✓	ESRS 2 SBM-1

GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
GENERAL DISCLOSURES							
GRI 2: General Disclosures	2-7 Employees	pg. 76-77, 84, 119-125				✓	ESRS 2 SBM-1 ESRS S1-6
	2-8 Workers who are not salaried	pg. 76-77				✓	ESRS S1-7
	2-9 Governance structure and composition	pg. 26-28				✓	ESRS 2 GOV-1 , ESRS G1 GOV-1
	2-10 Nomination and selection of the highest governance body	pg. 26-28				✓	ESRS 2 GOV-1, GOV -2 ESRS G1 GOV-1
	2-11 Chair of the highest governance body	pg. 26-28				✓	
	2-12 Role of the highest governance body in overseeing management of impacts	pg. 26-28, 31				✓	ESRS 2 GOV-1, GOV -2 ESRS G1 GOV-1
	2-13 Delegation of responsibility for managing impacts	pg. 31				✓	ESRS 2 GOV-1, GOV -2 ESRS G1 -3
	2-14 Role of the highest governance body in sustainability reporting	pg. 31				✓	ESRS 2 GOV-1 ESRS 2 IRO-1
	2-15 Conflicts of interest	pg. 44-46				✓	
	2-16 Communication of critical concerns	pg. 44-46				✓	ESRS 2 GOV-2 , ESRS G1-1, G1-3

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GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards
			Omission				
GENERAL DISCLOSURES							
GRI 2: General Disclosures	2-17 Collective knowledge of the highest governance body	pg. 31				✓	ESRS 2 GOV-1
	2-18 Evaluation of the performance of the highest governance body	pg. 31				✓	
	2-19 Remuneration policies	pg. 26-28				✓	ESRS 2 GOV-3
	2-20 Process to determine remuneration	pg. 26-28				✓	ESRS 2 GOV-3
	2-21 Annual total compensation ratio	pg. 26-28				✓	
	2-22 Statement on sustainable development strategy	pg. 3, 30-31				✓	ESRS 2 SBM-1
	2-23 Policy commitments	pg. 43, 56, 68, 78, 89, 103				✓	ESRS 2 GOV-4, ESRS 2 MDR-P, ESRS S1-1, ESRS S2-1, ESRS S3-1, ESRS S4-1, ESRS G1-1
	2-24 Embedding policy commitments	pg. 44-46, 78				✓	ESRS 2 GOV-2, ESRS MDR-P, ESRS S1-4, ESRS S2-4, ESRS S3-4, ESRS S4-4, ESRS G1-1
	2-25 Processes to remediate negative impacts	pg. 31				✓	ESRS S1-1, S1-3, ESRS S2-1, S2-3, S2-4, ESRS S3-1, S3-3, S3-4, ESRS S4-1, S4-3, S4-4
	2-26 Mechanisms for seeking advice and raising concerns	pg. 44-46				✓	ESRS S1-3, ESRS S2-3, ESRS S3-3, ESRS S4-3, ESRS G1-1, G1-3

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GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards
			Omission				
GENERAL DISCLOSURES							
GRI 2: General Disclosures	2-27 Compliance with laws and regulations	pg. 44-46, 61, 63-64, 103				✓	ESRS 2 SBM-3, ESRS E2-4, ESRS S1-17, ESRS G1-4
	2-28 Membership in associations	pg. 23				✓	
	2-29 Approach to stakeholder engagement	pg. 32-38				✓	ESRS 2 SBM-2, ESRS S1-1, S1-2, ESRS S2-1, S2-2 ESRS S3-1, S3-2 ESRS S4-1, S4-2
	2-30 Collective bargaining agreements	pg. 78, 84				✓	ESRS S1-8
MATERIAL TOPICS							
GRI 3: Material topics 2021	3-1 Process to determine material topics	pg. 39-41, 127	*The gray cell indicates that reasons for omission are not permitted for this disclosure*			✓	ESRS 2 BP-1, ESRS 2 IRO-1
	3-2 List of material topics	pg. 39-41, 127				✓	ESRS 2 SBM-3, ESRS 2 BP-2
FINANCIAL PERFORMANCE							
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	pg. 24-25, 90, 100					
	201-3 Financial assistance received from government	pg. 24-25					ESRS 2 SBM-3, ESRS E1-3, ESRS E1-9

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GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
FINANCIAL PERFORMANCE							
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	pg. 24-25					
	203-2 Significant indirect economic impacts	pg. 24-25, 91					ESRS S1-4 , ESRS S2-4, ESRS S3-4
SHAPING A RESILIENT ORGANIZATION							
WE IMPLEMENT ANTI-CORRUPTION PRACTICES							
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	pg. 44-46, 52					ESRS G1-3
	205-2 Communication and training about anti-corruption policies and procedures	pg. 44-46					ESRS G1-3
	205-3 Confirmed incidents of corruption and actions taken	pg. 44-46				✓	ESRS G1-4
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pg. 44-46, 52				✓	

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GRI 1		GRI 1: FOUNDATION 2021				-
APPLICABLE GRI SECTOR STANDARD		-				**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
SHAPING A RESILIENT ORGANIZATION							
WE RECOGNIZE THE IMPORTANCE OF PROTECTING PERSONAL DATA AND CYBER SECURITY							
GRI 418: Customer Privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	pg. 46, 52				✔	ESRS S4-3, S4-4
WE CREATE SUSTAINABLE SUPPLY CHAINS							
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	pg. 48-50, 53, 90, 100				✔	
OFFERING GREAT FOOD AND EXCELLENT SERVICES							
ENSURING PRODUCT QUALITY AND SAFETY							
GRI 416: Customer health and safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pg. 61, 65				✔	ESRS S4-4
RESPONSIBLE COMMUNICATION OF PRODUCTS AND SERVICES							
GRI 417: Marketing and labeling	417-1 Requirements for product and service information and labeling	pg. 63-65					
	417-2 Incidents of non-compliance concerning product	pg. 63-65					ESRS S4-4
	417-3 Incidents of non-compliance concerning marketing communications	pg. 63-65					ESRS S4-4

GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
CARING FOR OUR PLANET							
OUR ENVIRONMENTAL RESPONSIBILITY: TACKLING CLIMATE CHANGE AND ENERGY MANAGEMENT							
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	pg. 105-109, 116				✓	ESRS E1-4, E1-6
	305-2 Energy indirect (Scope 2) GHG emissions	pg. 105-109, 116				✓	ESRS E1-4, E1-6
	305-3 Other Indirect (Scope 3) GHG emissions	pg. 105-109, 116				✓	ESRS E1-4, E1-6
	305-5 Reduction of GHG emissions	pg. 105-109, 116					ESRS E1-3, E1-5
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions)	pg. 105-109, 116				✓	ESRS E2-4
GRI 302: Energy	302-1 Energy consumption within the organization	pg. 105-109, 116				✓	ESRS E1-5

GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission: Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards

GRI Standards	Disclosure	Page	Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards
CARING FOR OUR PLANET							
WE STRIVE FOR REDUCTION OF WATER CONSUMPTION							
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	pg. 110-111, 116					ESRS 2 SBM-3, ESRS E3-2, E3-3
	303-2 Management of water discharge-related impacts	pg. 110-111, 116					
	303-3 Water withdrawal	pg. 110-111, 116					
	303-4 Water discharge	pg. 110-111, 116					ESRS E3-4
	303-5 Water consumption	pg. 110-111, 116					ESRS E3-4
WE PROMOTE RESPONSIBLE WASTE MANAGEMENT AND CIRCULAR ECONOMY PRACTICES							
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	pg. 112-114					ESRS 2 SBM-3, ESRS E5-4
	306-2 Management of significant waste-related impacts	pg. 112-114					ESRS E5-2, E5-5
	306-3 Waste generated	pg. 112-114, 116				✓	ESRS E5-5
	306-4 Waste diverted from disposal	pg. 112-114, 116					ESRS E5-5
	306-5 Waste directed to disposal	pg. 112-114, 116					ESRS E5-5

GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
CARING FOR OUR PLANET							
TRANSITION TO MORE SUSTAINABLE PACKAGING							
GRI 301: **Materials**	301-1 Materials used by weight or volume	pg. 115-116					ESRS E5-4
GROWING A RESPONSIBLE BUSINESS WITH DEDICATED INDIVIDUALS							
RESPECT FOR HEALTH, SAFETY AND WELL-BEING OF OUR EMPLOYEES							
GRI 403: **Occupational Health and Safety**	403-1 Occupational health and safety management system	pg. 70-73					ESRS S1-1
	403-2 Hazard identification, risk assessment and incident investigation	pg. 70-73					ESRS S1-3
	403-4 Worker participation, consultation and communication on occupational health and safety	pg. 70-73, 83					
	403-5 Worker training on occupational health and safety	pg. 70-73, 83					
	403-6 Promotion of worker health	pg. 74					
	403-8 Workers covered by an occupational health and safety	pg. 70-73					ESRS S1-14

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GRI 1	GRI 1: FOUNDATION 2021				-	
APPLICABLE GRI SECTOR STANDARD	-				CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS	
			Omission			
GRI Standards	Disclosure	Page	Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards

GRI Standards	Disclosure	Page	Requirement(s) omitted	Cause	Explanation	External Assurance	ESRS Standards
GROWING A RESPONSIBLE BUSINESS WITH DEDICATED INDIVIDUALS							
RESPECT FOR HEALTH, SAFETY AND WELL-BEING OF OUR EMPLOYEES							
GRI 403: Occupational Health and Safety	403-9 Work-related injuries	pg. 70-73, 83				✔	ESRS S1-4
	403-10 Work-related ill health	pg. 70-73					ESRS S1-4
EMPLOYEE WELL-BEING AND QUALITY OF LIFE							
GRI 401: Employment	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pg. 74					ESRS S1-11
	401-3 Parental leave	pg. 74					ESRS S1-15
GRI 403: Occupational Health and Safety	403-6 Promotion of worker health	pg. 74					
SUPPORTING DIVERSITY AND INCLUSION							
GRI 401: Employment	401-1 New employee hires and employee turnover	pg. 77, 84, 126				✔	ESRS S1-6

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GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	-	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
GROWING A RESPONSIBLE BUSINESS WITH DEDICATED INDIVIDUALS							
SUPPORTING DIVERSITY AND INCLUSION							
GRI 405: **Diversity and equal opportunities**	405-1 Diversity of governance bodies and employees	pg. 76-77, 84-85, 125				✓	ESRS 2 GOV-1, ESRS S1-6, S1-9, S1- 12
	405-2 Ratio of basic salary and remuneration	pg. 77, 85					ESRS S1-16
EMPLOYEE WELL-BEING AND QUALITY OF LIFE							
GRI 406: **Non discrimination**	406-1 Incidents of discrimination and corrective actions taken	pg. 78, 85				✓	ESRS S1-17
RETAINING AND ATTRACTING TALENTED AND SKILLED EMPLOYEES							
GRI 404: **Training and education**	404-1 Average hours of training per year per employee	pg. 79-81, 86					ESRS S1-13
	404-2 Programs for upgrading employee skills and transition assistance programs	pg. 79-81, 86				✓	ESRS S1-1
	404-3 Percentage of employees receiving regular performance and career development reviews	pg. 79-81, 86					ESRS S1-13

GRI 1	GRI 1: FOUNDATION 2021	-
APPLICABLE GRI SECTOR STANDARD	**-**	**CORRELATION OF THE ESRS STANDARDS WITH THE GRI STANDARDS**

GRI Standards	Disclosure	Page	Omission				ESRS Standards
			Requirement(s) omitted	Cause	Explanation	External Assurance	
EMPOWERING COMMUNITIES							
SOCIAL PRODUCT							
GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	pg. 24-25, 90, 100					
GRI 203: Indirect Economic Impacts	203-2 Significant indirect economic impacts	pg. 24-25, 91					ESRS S1-4, ESRS S2-4, ESRS S3-4
COMMUNITY ENGAGEMENT							
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments and development programs	pg. 91-99					ESRS S3-2, S3-3, S3-4

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Index AA1000AP (2018) Accountability Principles

	REFERENCE IN THE REPORT	PAGE REFERENCE
Inclusivity	Dialogue and collaboration with key stakeholders	pg. 32-38
Materiality	Double materiality analysis	pg. 40-41
Responsiveness	2023 ESG performance: Highlights	pg. 4-14
	Our Group at a glance	pg. 16
	Activities, products and services	pg. 17
	Dialogue and collaboration with key stakeholders	pg. 32-38
	Caring for our planet	pg. 102-117
	Social product	pg. 90
	Community engagement	pg. 91-97
	Creating value for partners and consumers through the continuous improvement of our products and services	pg. 57-58
	Ensuring product quality and safety	pg. 61
	Ensuring a responsible and sustainable supply chain	pg. 48-50
	Supporting diversity and inclusion	pg. 69
	Respect for human rights	pg. 78
	Respect for the health, safety and wellbeing of employees	pg. 70-77
	Retaining and attracting talented and skilled employees	pg. 79-82
	Well-being of employees	pg. 74
	Corporate governance	pg. 26-28
Impact	2023 ESG performance: Highlights	pg. 4-14
	Financial performance	pg. 24-25
	Our environment responsibility: tackling climate change and energy management	pg. 105
	Minimization of environmental impacts and achievement of Net Zero	pg. 106-109
	We strive for reduction of water consumption	pg. 110-111
	We promote responsible waste management and circular economy practices	pg. 112-114
	Social product	pg. 90
	Ensuring product quality and safety	pg. 61
	Responsible communication of products and services	pg. 63-64
	Supporting diversity and inclusion	pg. 69
	Respect for the health, safety and wellbeing of employees	pg. 70-77
	Retaining and attracting talented and skilled employees	pg. 79-82
	Well-being of employees	pg. 74
	Corporate governance	pg. 26-28

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Appendix 4:
Index UN Global Compact

UN GLOBAL COMPACT	DESCRIPTION OF THE 10 PRINCIPLES	CHAPTER
PRINCIPLE 1	Businesses should support and respect the protection of internationally recognized human rights	Shaping a resilient organization
		Growing a responsible business with dedicated people
		Empowering communities
PRINCIPLE 2	Businesses should make sure they are not complicit in human rights abuses	Shaping a resilient organization
		Growing a responsible business with dedicated people
		Empowering communities
PRINCIPLE 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Growing a responsible business with dedicated people
PRINCIPLE 4	Businesses should uphold the elimination of all forms of forced and compulsory labor	Growing a responsible business with dedicated people
PRINCIPLE 5	Businesses should uphold the effective abolition of child labor	Growing a responsible business with dedicated people
PRINCIPLE 6	Businesses should uphold the elimination of discrimination in respect of employment and work	Growing a responsible business with dedicated people
PRINCIPLE 7	Businesses should support a precautionary approach to environmental challenges	Caring for our planet
PRINCIPLE 8	Businesses should undertake initiatives to promote greater of environmental responsibility	Caring for our planet
		Offering great food and excellent services
PRINCIPLE 9	Businesses should encourage the development and diffusion of technologies with positive environmental impact.	Caring for our planet
PRINCIPLE 10	Businesses should work against corruption in all its forms, including extortion and bribery	Shaping a resilient organization

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Appendix 5:
Independent external assurance report

To: The Management of the GOODY'S | everest Group (GOODY'S S.A. – everest S.A.)

①   Scope of the External Assurance project of the Sustainability Report

GOODY'S | everest (Goody's S.A. – everest S.A.) Group of companies (hereinafter referred to as **GOODY'S | everest Group**) has assigned **TÜV HELLAS (TÜV NORD) SA** (hereinafter referred to as **TÜV NORD Hellas**) the limited external assurance of the Sustainable Development Report, which covers the period of 1/1/2024-31/12/2024. The Sustainability Report includes information and data on the offices of the Group and its subsidiaries, the production units in Athens, Thessaloniki and Lesvos, as well as the other facilities and stores in Attica, in Arfara. in Atalanti, Volos, Evinochori, Heraklion Crete, Thessaloniki, Ioannina, Kavala, Katerini, Corfu, Corinth,

Larissa, Mykonos, Platanos, Rhodes, Santorini, Schimatari, Tripoli, Chania and Psathopyrgos.

The scope of the project consists of the following:

A. The external assurance of the information disclosed to confirm that the Sustainability Report of GOODY'S | everest Group for 2024 has been prepared "In Accordance" with the GRI Universal Standards.

B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that GOODY'S | everest Group reported at the Sustainability Report Chapters, based on the GRI Topic Standards, as follows:

GRI 204-1, GRI 205-3, GRI 206-1, GRI 302-1, GRI 305-1, GRI 305-2, GRI 305-7, GRI 306-3, GRI 401-1, GRI 403-5, GRI 403-9, GRI 404-2, GRI 405-1, GRI 406-1, GRI 416-2, GRI 418-1

C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **GOODY'S | everest Group** for 2024 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by **GOODY'S | everest Group**, to confirm that the Sustainability Report has been prepared **"In Accordance"** with the GRI Universal Standards, as well as the requirements of **AA1000AP (2018).**

②   Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

A.   GRI Universal Standards
B.   GRI Topic Standards
C.   AA1000AP (2018)

For the evaluation of conformity to the requirements of **AA1000AP (2018)**, the provisions of the guide AA1000 Assurance Standard **(AA1000AS v3)** were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within **AA1000AP (2018)**, was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

③   Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of **TÜV NORD Hellas** conducted the following (indicative and not restrictive) methodology:

●   *Reviewed the coverage of the **"In Accordance"** with the GRI Universal Standards 2021 requirements, as they are described within the **GRI 1: Foundation, GRI 2: General Disclosures, GRI 3: Material Topics.***

●   *Reviewed the procedures followed by **GOODY'S | everest Group** to identify and determine the material issues to include them within the Sustainability Report.*

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● *Reviewed the analysis of the essential issues of Sustainable Development through the process of Double Materiality analysis and the identification of* **GOODY'S | everest Group's** *business impact activity on the environment, society and the economy, as well as the risks and opportunities that arise for the Group itself.*

● *Interviews were conducted with selected executives of* **GOODY'S | everest Group** *having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.*

● *Reviewed the* **GOODY'S | everest Group** *consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.*

● *Reviewed the claims mentioned to the Reporting Indicators, based on the* **GRI Topic Standards** *(referred in paragraph 1, point B) in connection with the findings of the above steps.*

In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report.

These checks (not restrictively) consist of the following:

• Understanding of the quality management and results collection processes related to the indicators under consideration.

• Review of the design of processes, systems, and controls for managing reliability and quality of specified information.

• Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.

• Maintain of the appropriate documentation for all the aforementioned controls.

4 **Review limitations**

The range of the review was exclusively limited to the activities of **GOODY'S | everest Group** company and more specifically the offices of the Group and its subsidiaries, the production units in Athens, Thessaloniki and Lesvos, as well as the other facilities and stores as mentioned in paragraph 1.

No visits and interviews in stakeholders of the **GOODY'S | everest Group** have been conducted.
In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5 **Responsibilities of the Reporting Organization and Assurance Provider**

The ESG Strategy Division of **GOODY'S | everest Group** carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.
The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent **TÜV NORD Hellas'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility **TÜV NORD Hellas** is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract.
The project was conducted in such a way so that **TÜV NORD Hellas** can quote to **GOODY'S | everest Group** administration the issues mentioned in this report and for no other purpose.

6 **Conclusions**

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by **TÜV NORD Hellas**, the conclusions are as follows:

A. External assurance of the information disclosed to confirm that the Sustainability Report of GOODY'S | everest Group for 2024 has been prepared "In Accordance" with the GRI Universal Standards.

● *During the external assurance project carried out, nothing has come to the attention of* **TÜV NORD Hellas**, *which would lead to the conclusion that the Report has not been prepared* **"In Accordance"** *with the requirements of the* **GRI Universal Standards**, *as reflected on the corresponding correlation GRI content index.*

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B. Control of accuracy of the claims mentioned for the Reporting Indicators that GOODY'S | everest Group reported at the Sustainability Report Chapters, based on the GRI Topic Standards

● *Nothing has come to the attention of **TÜV NORD Hellas** that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the disclosures (indicators) of the **GRI Topic Standards**, referred in paragraph 1, point B of this report.*

C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

<u>**Inclusivity:**</u>
Dialogue on Sustainability Issues with the Stakeholders

● *We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or*

*that **GOODY'S | everest Group** has not implemented the principle of Inclusivity in developing its approach to sustainability.*

<u>**Materiality:**</u>
Focus on the material issues related to sustainability

● *We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by **GOODY'S | everest Group** does not provide a comprehensive and balanced understanding of the material issues.*

<u>**Responsiveness:**</u>
Addressing the needs and expectations of stakeholders

● *We have not realized any issue, which would lead us to believe that **GOODY'S | everest Group** has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.*

<u>**Impact:**</u>
Impact of company's activities to the broader ecosystems

● *We have not realized any issue, which would lead us to believe that the **GOODY'S | everest Group** has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.*

TÜV NORD Hellas did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the **Accountability Principles**, as set out in **AA1000AP (2018)**. Additionally, **TÜV NORD Hellas** did not realize anything that would call into question the reliability and quality of the performance indicators related to the **Accountability Principles**.

⑦ Impartiality and independence of the external assurance team

TÜV NORD Hellas states its impartiality and independence in relation to the project of **GOODY'S | everest Group's** Sustainability Report external assurance. **TÜV NORD Hellas** has not undertaken work with **GOODY'S | everest Group** and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

TÜV NORD Hellas was not involved in the preparation of the text and data presented in the Sustainability Report of **GOODY'S | everest Group.**
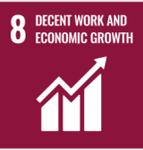
Athens, October 8, 2025
For **TÜV HELLAS (TÜV NORD)**

Nestor Paparoupas
Product Manager

AA1000
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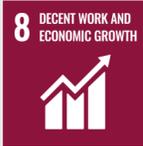
Appendix 6:
Detailed presentation of the contribution of GOODY'S | everest Group to the achievement of the United Nations Sustainable Development Goals (SDGs)

SUSTAINABLE DEVELOPMENT STRATEGY PILLAR OF GOODY'S | everest GROUP	SUSTAINABLE DEVELOPMENT GOALS RELATED TO THE ACTIVITIES OF THE GOODY'S | everest GROUP	CONTRIBUTION OF GOODY'S | everest GROUP	INDICATIVE ACTIONS IN 2024
Shaping a resilient organization	3 GOOD HEALTH AND WELL-BEING	GOODY'S | everest Group seeks collaboration with suppliers who ensure a healthy and safe working environment by implementing relevant policies and certified management systems.	• We assess our suppliers for the presence of a certified Occupational Health and Safety Management System, in accordance with the ISO 45001 standard.
	4 QUALITY EDUCATION	GOODY'S | everest Group places emphasis on informing its employees about its policies and values, providing them with access to training seminars and materials covering critical thematic areas. Through this process, understanding of corporate principles is strengthened and employees are encouraged to actively participate in their implementation.	• 100% of management members, supervisors, and employees have been appropriately informed and trained on the Group's anti-corruption policy.
	8 DECENT WORK AND ECONOMIC GROWTH	GOODY'S | everest Group ensures supplier compliance with sustainability principles by establishing an appropriate framework and supports the national economy by relying on domestic producers within its supply network.	• We create sustainable supply chains. • The majority of our suppliers are local and domestic.

SUSTAINABLE DEVELOPMENT STRATEGY PILLAR OF GOODY'S | everest GROUP	SUSTAINABLE DEVELOPMENT GOALS RELATED TO THE ACTIVITIES OF THE GOODY'S | everest GROUP	CONTRIBUTION OF **GOODY'S | everest GROUP**	INDICATIVE ACTIONS IN **2024**
Shaping a resilient organization	**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE	GOODY'S | everest Group is committed to enhancing the resilience of its operations and invests in the digital transformation of its business infrastructure through the integration of information security principles and business continuity mechanisms.	• We implement a certified Business Continuity Management System according to ISO 22301, as well as an Information Security Management System based on ISO 27001 at our production units Olympic and Hellenic Catering. • We conducted a total of 215 hours of discussions across 73 workshops with broad participation to document all core requirements of the Group for the new ERP system.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GOODY'S | everest Group aims to offer products that meet optimal quality and safety specifications by implementing appropriate systems that prevent the presence of undesirable ingredients in the final product.	• We evaluate our suppliers based on the implementation of certified Quality Management Systems (ISO 9001) and Food Safety Management Systems (ISO 22000). • We procure sustainable raw materials, such as 100% cage-free eggs, while recognizing no financial surcharge for organic meat and avoiding the use of GMOs in all our products.
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	GOODY'S | everest Group seeks compliance with national and international standards and strengthens its business operations with mechanisms for the prevention and management of incidents of non-compliance with laws or regulations, as well as cases of corruption and bribery.	• Our production units Olympic and Hellenic Catering implement a certified Anti-Bribery and Anti-Fraud Management System according to ISO 37001. • We assessed 19 business operations for risks related to corruption.

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|---|---|---|---|
| Shaping a resilient organization | **17** PARTNERSHIPS FOR THE GOALS | GOODY'S | everest Group invests in international partnerships that promote its sustainable development and support the achievement of its strategic goals. | • We were awarded the Gold distinction by the international sustainability rating agency EcoVadis, achieving significant progress compared to the previous year, when we received the Silver distinction. |
| **Offering good food and excellent services** | **3** GOOD HEALTH AND WELL-BEING | The GOODY'S | everest Group cares for the health and safety of its customers. | • We implement a Food Safety and Quality Management Policy.
• A total of 358 inspections were conducted to ensure the quality and safety of our products. |
| | **9** INDUSTRY, INNOVATION AND INFRASTRUCTURE | GOODY'S | everest Group ensures the certification of its products with internationally recognized standards, while investing in innovative production processes and offering a wide range of nutritional choices. | • We apply certified management systems in accordance with international standards (e.g. ISO 9001, ISO 22000) across all our production units.
• By combining existing and new raw materials, 82 new products were developed. |
| | **12** RESPONSIBLE CONSUMPTION AND PRODUCTION | GOODY'S | everest Group invests in the continuous promotion of its products to the general public, especially younger consumers, and ensures compliance with European regulations regarding product labeling. | • For yet another year, no incidents of non-compliance with legislation were recorded, while we apply best practices across all areas of our operations, including product and service production, financial transactions, and marketing practices implemented by the Group. |

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Growing a responsible business with dedicated people	**3** GOOD HEALTH AND WELL-BEING	GOODY'S	everest not only invests in health and safety issues concerning the workforce but also ensures the existence of a Health and Safety framework that aligns with international standards as a criterion for evaluating its suppliers.	• We spent a total of €816,693 on health and safety-related matters. • We implement a certified Occupational Health and Safety Management System (OHSAS 18001 / ISO 45001) in our production facilities. • We reduced the number of recorded workplace accidents by 20% compared to 2023.
	4 QUALITY EDUCATION	Our Group is interested in training and enhancing the skills of its employees , offering them opportunities to attend seminars on a variety of topics and evaluating their performance for recognition and career growth.	• We recorded a 13.2% increase in employee participation in the Group's health and safety seminars compared to 2023. • The total number of employee training hours reached 73,740, marking a 14.5% increase compared to 2023. • We evaluated a total of 1,826 employees, noting a 5% increase compared to the previous year.
	5 GENDER EQUALITY	At the GOODY'S	everest Group, fostering diversity, inclusion, and equal treatment is a core value. In this direction, we promote equal professional development opportunities for men and women and encourage them to pursue leadership positions.	• 50% of our employees are women. • 49% of the Group's new hires were women.

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Growing a responsible business with dedicated people	**8** DECENT WORK AND ECONOMIC GROWTH	The GOODY'S | everest Group aims to provide a working environment that facilitates productivity and contributes to the well-being of employees. At the same time, we invest in strengthening our human resources with new members to meet the growing demands of sustainable development. As part of this effort, we are committed to eliminating all forms of child and forced labor.	• Zero incidents have been recorded regarding human rights violations, discrimination, unfair treatment of employees, or forced/child labor.
	10 REDUCED INEQUALITIES	Our Group maintains an environment free from discrimination and inequalities. At the same time, it invests in providing equal opportunities to all human resources, regardless of gender.	• 2% of employees belong to minority groups and/or vulnerable workers such as persons with disabilities and single-parent families. • We demonstrate zero tolerance for discrimination based on gender, ethnicity, religion, age, or educational background.
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	The GOODY'S | everest Group aims for compliance with national and international standards and participation in international bodies for ensuring conditions of justice and respect for human rights within the organization.	• As a member of the United Nations Global Compact, we align our business activities with the Ten Universal Principles. • We organized 19 online coffee breaks focused on achieving the United Nations Sustainable Development Goals, with over 1,500 participants and several hundred views on YouTube.

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Empowering communities	**1 NO POVERTY**	The GOODY'S	everest Group contributes to Greece's economic development, offering and creating jobs and invests in partnerships with NGOs, continuously enhancing its voluntary actions.	• The Group's social product increased by 13.5% compared to the previous year.
	2 ZERO HUNGER	The GOODY'S	everest Group contributes to ensuring access to food for vulnerable social groups hosted and supported by non-profit organizations.	• We offered 1,776 food portions to charitable organizations, shelters, and others.
	3 GOOD HEALTH AND WELL-BEING	The GOODY'S	everest Group cares for the well-being of local communities by organizing voluntary actions and for offering its products in emergency situations. Additionally, it seeks to maintain the nutritional value of its ingredients, from harvest until consumption.	• We recorded over 500 hours and 12,000 employee participations in volunteer activities.
	4 QUALITY EDUCATION	The GOODY'S	everest Group supports its partners by helping them become familiar with sustainable practices and educating their children.	• Our Group's brands supported 75 initiatives and events organized by leading universities and student organizations across Greece.
	17 PARTNERSHIPS FOR THE GOALS	The GOODY'S	everest Group seeks to enhance partnerships with companies and NGOs to achieve sustainable development goals.	• We maintained our collaboration with NGOs such as Make-A-Wish, Wise Greece, and HOPEgen.

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MESSAGE FROM THE MANAGEMENT TEAM   ESG PERFORMANCE   THE GROUP   SUSTAINABLE DEVELOPMENT   CORPORATE GOVERNANCE   PRODUCTS AND SERVICES   HUMAN CAPITAL   EMPOWERING COMMUNITIES   ENVIRONMENT   **APPENDICES**

SUSTAINABLE DEVELOPMENT STRATEGY PILLAR OF **GOODY'S	everest GROUP**	SUSTAINABLE DEVELOPMENT GOALS RELATED TO THE ACTIVITIES OF THE **GOODY'S	everest GROUP**	CONTRIBUTION OF **GOODY'S	everest GROUP**	INDICATIVE ACTIONS IN **2024**
Caring for the planet	**6 CLEAN WATER AND SANITATION**	The GOODY'S	everest Group contributes to water resource conservation by aiming to reduce water consumption and monitor its treatment processes.	• The Group fully complies with regulatory requirements regarding wastewater discharge quality, adhering to Standard Environmental Commitments across all its production units. • We reduced the total volume of discharged water by 1.2% compared to 2023.
	7 AFFORDABLE AND CLEAN ENERGY	The GOODY'S	everest Group focuses on strengthening the utilization of renewable energy sources to cover its energy needs and improving its energy efficiency, investing in appropriate equipment, in the context of its continuous modernization.	• We implemented numerous energy-saving actions and greenhouse gas emission reduction measures. • 37% of Hellenic Catering's energy needs were met through self-generation from its facility's photovoltaic system.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	GOODY'S	everest Group promotes responsible consumption and production practices, focusing on waste reduction through recycling, reuse, and prevention actions, as well as on the rational management of water across all areas of its operations.	• We maintained collaboration between our production units and appropriate structures and licensed companies for the recycling and utilization of our waste. • Water consumption in Hellenic Catering's production process and stores was reduced by 2.3% and 1.6%, respectively, compared to 2023.

MESSAGE FROM THE MANAGEMENT TEAM

ESG PERFORMANCE

THE GROUP

SUSTAINABLE DEVELOPMENT

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Caring for the planet	**13 CLIMATE ACTION**	GOODY'S | everest is interested in mitigating the impact of its activities on climate change and adapting to the current circumstances, by setting targets and adopting practices that reduce its carbon emissions and, consequently, its environmental footprint.	• The Group's short-term greenhouse gas emission reduction targets have been officially validated by the international initiative SBTi.
	15 LIFE ON LAND	The GOODY'S | everest Group seeks to combine its business activities with the enhancement of the health of the natural ecosystems through the application of sustainable management practices for natural resources and waste, ensuring optimal utilization of waste and natural raw materials, respectively.	• No hazardous waste was generated by Olympic Catering, while 100% of hazardous waste from Hellenic Catering is reviewed prior to disposal. • Our stores recycled approximately 84 tons of coffee grounds, helping prevent the emission of around 28,560 cubic meters of methane into the atmosphere.
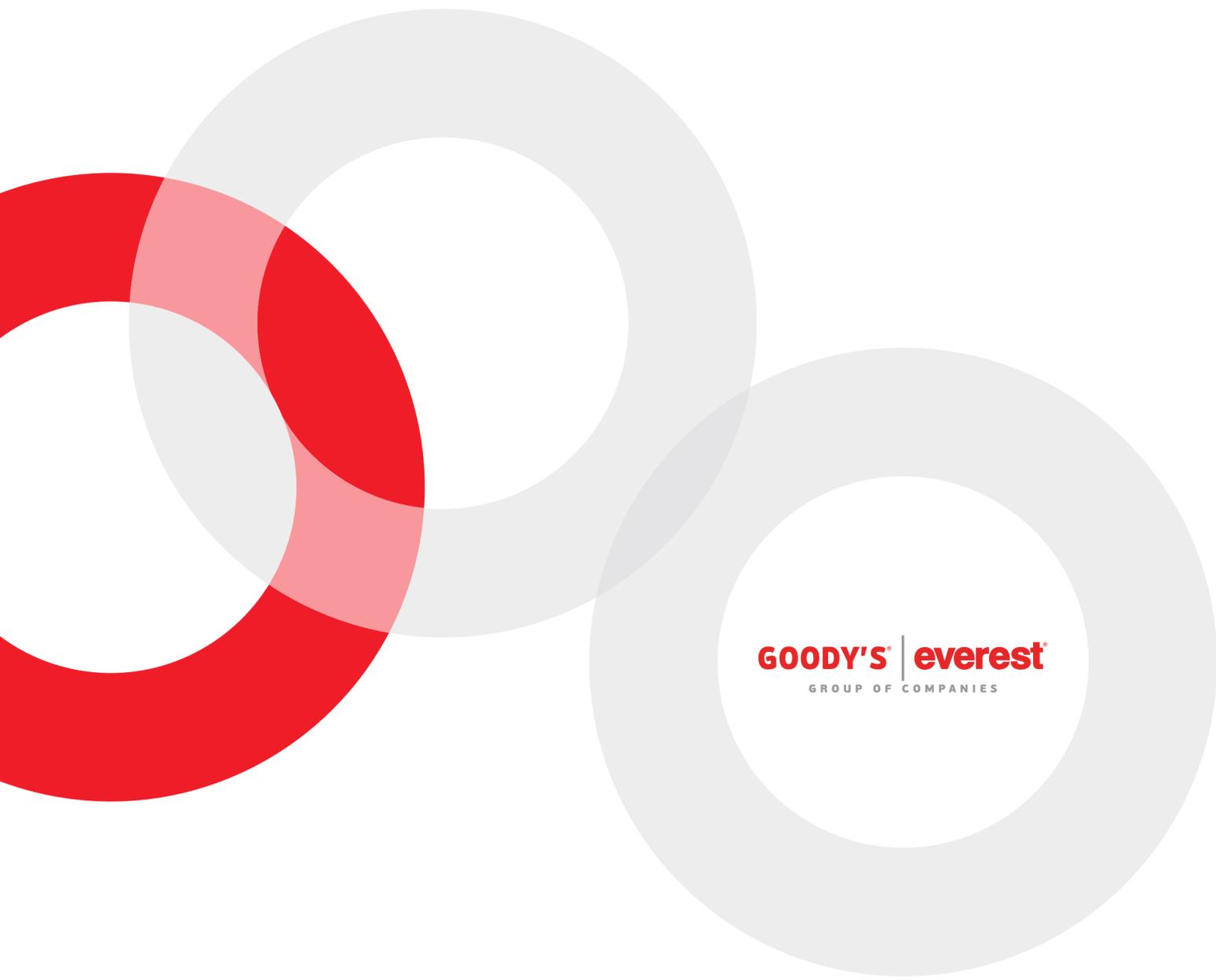
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