



2023 ESG Report

Shaping
a sustainable
foodservice
ecosystem

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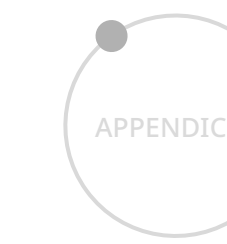
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Message from the Board of Directors

In 2023, the GOODY'S | everest Group received the "Silver Recognition Level" distinction from EcoVadis for its business practices and commitment to sustainable development.

2023 proved to be a challenging year - however, this was also a year of significant opportunities to deepen our commitment to sustainability and social responsibility. Our adopted ESG strategy reflects our commitment to actively contribute to environmental protection, foster social cohesion, and implement responsible governance practices. Our modern, dynamic governance model ensures that this strategy is integrated into every facet of our operations - from the products and services we offer, to our relationships with employees, suppliers, and customers.

During 2023, our Group launched a series of actions to raise awareness about sustainable development among both employees and partners. One key initiative was our collaboration with the nonprofit organization Wise Greece, which helped us organize the "SDGs Coffee Breaks" online series. This program is designed to educate and train employees on the United Nations' Sustainable Development Goals (SDGs),

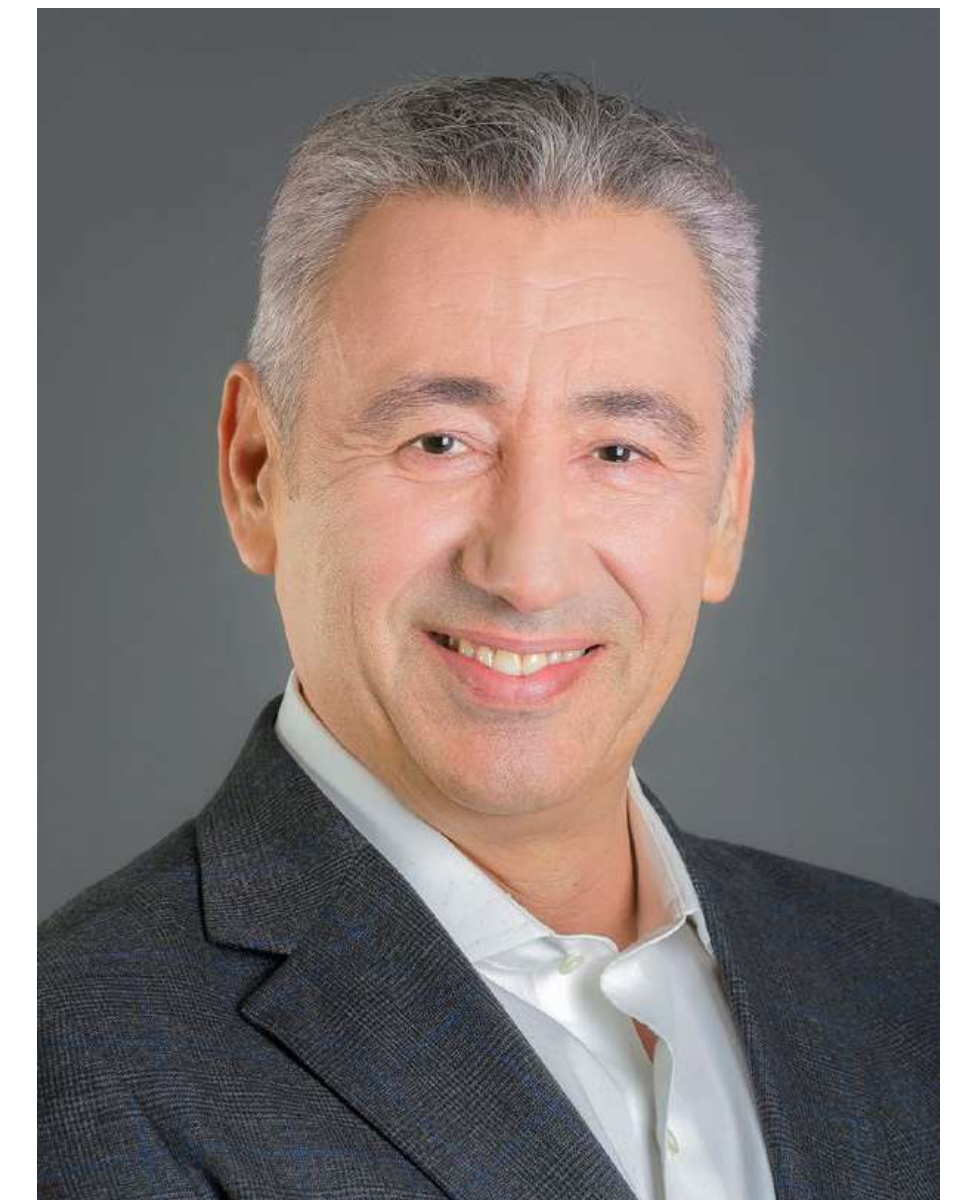
linking the global agenda to everyday life and the challenges people face as employees, citizens and community members. By sharing personal stories and achievements of individuals who are drivers of change, we establish an open dialogue on sustainable development, providing knowledge and inspiration to everyone involved. Our goal is to further nurture a culture of social responsibility that motivates employees to actively participate in initiatives that help build a better world.

Given that the scope of our activities has an inevitable impact on the environment, we prioritize minimizing our environmental footprint, focusing specifically on reducing carbon emissions. Our commitment to the Science Based Targets initiative (SBTi) is a testament to this goal, as well as a guide for our next steps in this critical area.

Technology remains a key ally on our path toward a sustainable future. Last year, as part of our Group's digital transformation,

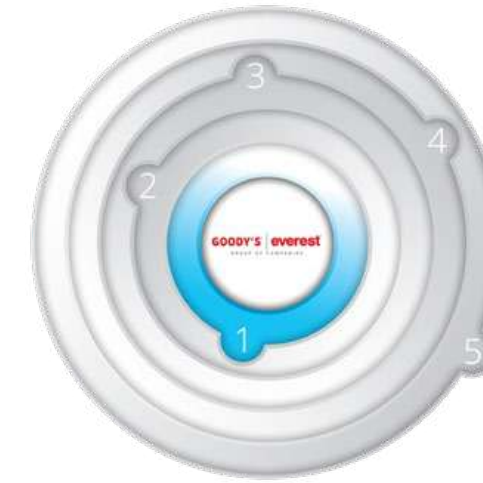
we began developing an ESG data management platform. Once completed, this platform will enable us to accurately and transparently collect all the data required for ESG-related disclosures and evaluations.

This Report captures in detail the ways in which our Group reaffirms its commitment to the principles of sustainable development through actions, initiatives and partnerships that generate value for people and stakeholders, alongside our goals and performance across key ESG areas. We are proud of this year's achievements and move forward with determination, on an even more dynamic path, aiming to make a substantial contribution toward a sustainable, equitable and resilient society, within a competitive economic environment that respects both people and the planet.



A. Tsoukalis
CEO
GOODY'S | everest Group

2023 ESG performance Summary – 2024 Goals & Priorities



Achievement of robust business continuity

Ensuring a responsible and sustainable supply chain

PRIORITIES 2023 | PERFORMANCE 2023 | PRIORITIES 2024

STRATEGIC PILLAR 1: Shaping a resilient organization

Achievement of robust business continuity	Retaining certifications related to information security (ISO 27001) and business continuity (ISO 22301)	🔄	<ul style="list-style-type: none"> ✓ Awareness of management team on business continuity ✓ Extension of ISO 27001 certification to Food Service Units (GOODY'S S.A.) ✓ Advancement of the Group's digital transformation project
	Conduct GDPR audit in cooperation with our partner in charge of security and data protection	🕒	
	Training of designated employees in the implementation of the business continuity plan	🔄	
	Strengthening of data security and protection	✓	
Ensuring a responsible and sustainable supply chain	Development of a Sustainable Procurement Framework and evaluation of key suppliers against ESG criteria	🕒	<ul style="list-style-type: none"> ✓ Completion of Sustainable Procurement Framework and evaluation of key suppliers based on ESG criteria ✓ Increase of supplier awareness through training programs and provision of supporting materials on sustainable development topics across the broader supply chain
	Supplier Code of Conduct update	🕒	
	Increase of supplier awareness through training programs and provision of support materials	🔄	

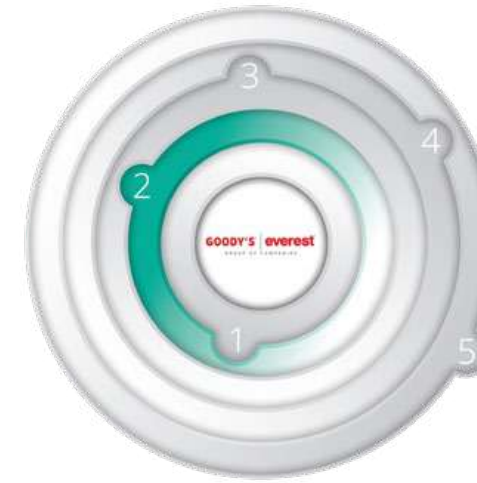


Enhancing ESG transparency and boost ESG credibility

PRIORITIES 2023 | PERFORMANCE 2023 | PRIORITIES 2024

STRATEGIC PILLAR 1: Shaping a resilient organization

Maintain zero incidents of bribery and corruption		
Provide employee training on bribery and corruption issues		<ul style="list-style-type: none"> ✓ Maintain zero incidents of corruption and bribery ✓ Extension of ISO 37001 Anti-Bribery Management System certification to cover GOODY'S S.A. Food Service Units
Development of new guidelines for industrial units to strengthen anti-corruption practices in evaluation processes		<ul style="list-style-type: none"> ✓ Maintain high performance ratings from the globally recognized organization EcoVadis ✓ Finalization of the Group's Code of Conduct
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		<ul style="list-style-type: none"> ✓ Design the governance framework for all quantitative and qualitative ESG data
Finalization of the Group's Code of Conduct		



Continuous improvement of our products and services

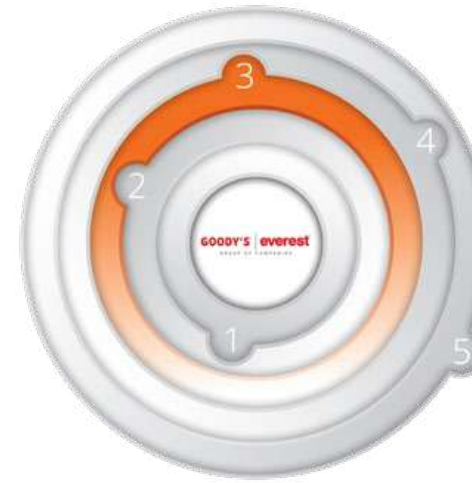
Development of innovative concepts, products and services

Ensuring variety and transparency regarding the products offered

PRIORITIES 2023 | PERFORMANCE 2023 | PRIORITIES 2024

STRATEGIC PILLAR 2: Offering great food and excellent services

Offering products that promote a healthy and balanced diet		
Constant enrichment of product and service range to effectively address all consumer dietary preferences		<ul style="list-style-type: none"> ✓ Production of plant-based burger patties for Goody's Burger House menu
Renewal of existing product concepts and introduction of new products and ingredients, always ensuring a diverse range of options to meet all customer preferences		<ul style="list-style-type: none"> ✓ Enrichment of options across all Group brands, to effectively meet all customer dietary preferences, in line with global trends (e.g., vegetarian, vegan, low-fat, sugar-free) ✓ Deployment of the "Voice of Customer" tool across the Group's networks
Publication of nutritional information for all GOODY'S products		<ul style="list-style-type: none"> ✓ Publication of nutritional information for all everest products



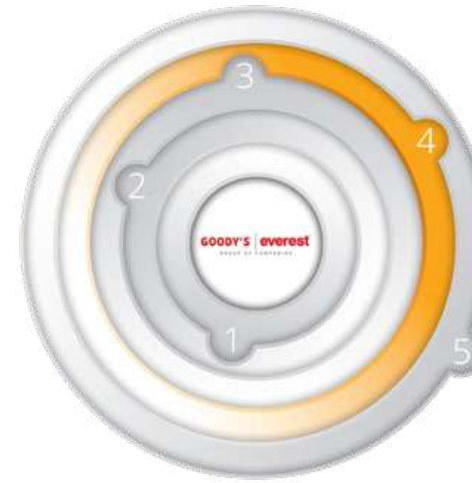
Retention and attraction of talented and skilled employees

Embracing diversity and inclusion

PRIORITIES 2023 | PERFORMANCE 2023 | PRIORITIES 2024

STRATEGIC PILLAR 3: Growing a responsible business with dedicated people

	PRIORITIES 2023	PERFORMANCE 2023	PRIORITIES 2024
Retention and attraction of talented and skilled employees	Increase of employee participation in training programmes	🔄	
	Increase in total training hours	🕒	
Embracing diversity and inclusion	Development of a comprehensive training program and online seminars to raise employee awareness and eliminate unconscious bias	🕒	<ul style="list-style-type: none"> ✓ Increase employee participation and total hours of training ✓ Gradual transition of employee training to digital platforms
	Zero tolerance on human rights violations	🔄	<ul style="list-style-type: none"> ✓ Development of intranet platform to improve employee communication
	Training sessions on health and safety topics	🔄	<ul style="list-style-type: none"> ✓ Training of the Group's employees on ESG topics
	Maintain zero work-related fatalities	🔄	



Community engagement

PRIORITIES 2023	PERFORMANCE 2023	PRIORITIES 2024
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STRATEGIC PILLAR 4: Empowering communities

Engaging the Group's brands with a focus on supporting susceptible groups, youth entrepreneurship, unemployed people, and children in need		
Reinforcement of corporate volunteering activities and increase of total employee participation hours in social initiatives		<ul style="list-style-type: none"> ✓ Launch of the Group's volunteer program ✓ Strengthening of Corporate Social Responsibility (CSR) initiatives
Food waste reduction		



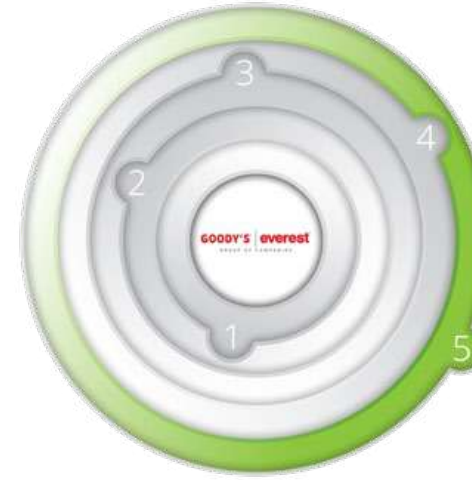
Minimizing environmental impact and achieving Net Zero

PRIORITIES 2023	PERFORMANCE 2023	PRIORITIES 2024
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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)		<ul style="list-style-type: none"> ✓ Processing reverse osmosis of borehole water for use as drinking water ✓ Monthly monitoring of consumption on the provider's platform
Declaration of participation and commitment to the international Science Based Targets initiative (SBTi) in accordance with the new SBTi Net-Zero standard		





Minimizing environmental impact and achieving Net Zero

Promoting responsible waste management and circular economy practices

Shift towards more sustainable packaging

PRIORITIES 2023 | PERFORMANCE 2023 | PRIORITIES 2024

STRATEGIC PILLAR 5: Caring for our planet

Minimizing environmental impact and achieving Net Zero	Reduction of energy consumption in production facilities and stores, with a gradual transition to a fleet of electrical vehicles		<ul style="list-style-type: none"> ✓ Installation of wastewater treatment systems and reuse of processed by-products for subsurface irrigation ✓ Completion of a detailed plan to reduce direct and indirect greenhouse gas emissions ✓ Installation of photovoltaic panels at rest areas (motorway) ✓ Monthly monitoring of energy consumption on the provider's platform
	Installation of energy management systems for monitoring/ measurement in stores		
	Improvement of reactive power management to reduce unnecessary electricity consumption in stores		
	Completion of the installation of photovoltaic panels on the roofs of Hellenic Catering facilities in Pallini		
Promoting responsible waste management and circular economy practices	Reduction of greenhouse gas emissions intensity (tn CO ₂ e/tn) across all Group facilities		<ul style="list-style-type: none"> ✓ Investigating the possibility of procurement of 100% renewable energy from the energy provider ✓ Reduction of fluorinated compound leaks through new installations in all stores under renovation ✓ Raising awareness and training company's employees on proper waste management practices
	Support of water conservation initiatives and sustainable management of water resources		
	Further strengthening and expansion the coffee grounds recycling and reuse initiative		
Shift towards more sustainable packaging	Increase the use of reusable packaging across the Group's brands		<ul style="list-style-type: none"> ✓ Exploration of environmentally friendly alternative packaging material options
	Increase of recyclability of the Group's single-use packaging		

2023 ESG achievements

 **Environment**

Caring for our planet

-  **107 tons of coffee grounds recycled**, preventing the release of 36,300 m³ of methane into the atmosphere

-  **Installation of photovoltaic panels** at the logistics center of Hellenic Catering in Pallini, Attica


-  Use of recyclable and biodegradable **"browncolor" FSC-certified paper** packaging at Goody's Burger House


-  **20% reduction** in water consumption at Olympic Catering


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

 **Society**

Offering great food and excellent services

-  **100%** eggs from cage-free hens

-  A new product line, **"Power Meals"** from everest, designed to promote a more balanced diet

-  Publication of **nutritional information** for our products on the websites of our brands

-  **Introduction of a new "Small Farms" burger recipe** at Goody's Burger House, using beef from responsibly raised cattle sourced from selected small Greek farms

Growing a responsible business with dedicated people

-  **9 SDGs** **Coffee breaks** organized to raise employee awareness on Sustainable Development issues

-  **37 seminars** on health and safety topics

Empowering communities

-  **22 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

-  **Silver recognition** level in the EcoVadis assessment 

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

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

-  Completion of the **"Voice of Customer"** tool, leveraging artificial intelligence to analyze customer feedback

-  **Zero** incidents of bribery and corruption

-  **Zero** tolerance on human rights violation



Values, Structure and Corporate Governance



GRI 2-1 | GRI 2-6

GRI 2-1 | GRI 2-6 | GRI 2-23

Our Group

- 50 YEARS: More than 50 years of presence
- 2,239: employees
- 100%: Vivartia Group of companies
- 1,112: suppliers
- 2: production units in Sindos and Spata
- 1: Logistics Center in Pallini
- >560: points of sale
- 13: countries of Group presence (Greece, Albania, Bulgaria, Cyprus, Egypt, North Macedonia, Hungary, Kuwait, Armenia, United Kingdom, Saudi Arabia, Qatar, Romania)
- 5: dynamic chains and a variety of unique food-service concepts

Vision, Values and Mission of our Group

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.

GRI 2-1 | GRI 2-6

Activities, products and services



GOODY'S
★ BURGER HOUSE ★

La Pasteria
CUCINA ITALIANA

FLOCAFE
— ESPRESSO ROOM —

OLYMPUS PLAZA
FOOD PARKS

everest
roasted - toasted - fresh

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

BISTRO DEL CAVALIERI
EST. 2016

FORNO LUCA
ITALIANO

KUZINA
GREEKCOOKING

it's all greek
SOUVLAKI

BOULANGERIE
grain de blé

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

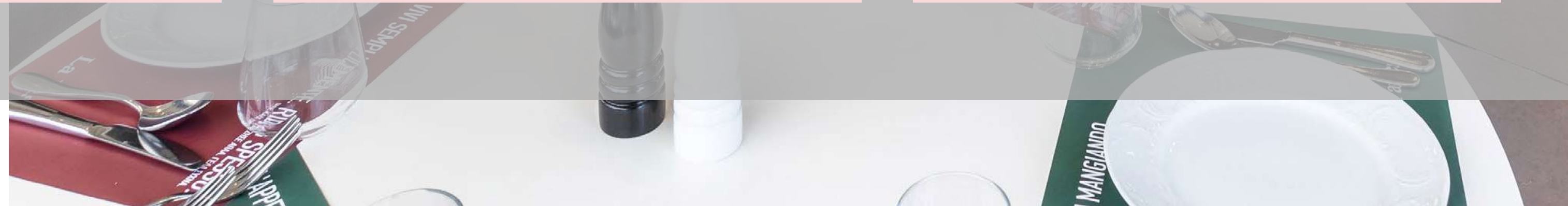
ANY CONCEPT | ANY LOCATION | ANY OCCASION

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

HELLENIC CATERING
FOODSERVICE SPECIALISTS

OLYMPIC
catering

Two 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.



GRI 2-1 | GRI 2-6

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 the monitoring of food waste
 - Use of FSC® paper in packaging
- Financial Capital**
 - €261.4 mil. revenue
 - €6.1 mil. total investments
- Productive Capital**
 - Two (2) production units in Sindos and Spata
 - 1 Logistics Center in Pallini
 - 560+ points of sale
- Intellectual Capital**
 - Procedures and policies
 - Foodservice expertise (product & concept development, operations)
 - Digital transformation strategy planning
 - Establishment of Digital Transformation Department
- Human Capital**
 - 2,239 employees in the Group, of which 1,113 are women
 - 64,496 man-hours of training
- Social Capital**
 - >750 hours in volunteering actions
 - 35 hours of mentoring through the Impact Hub incubator
 - Support for 45 activities/ events
 - >10 major partnerships of all brands with civic society organizations

Value creation

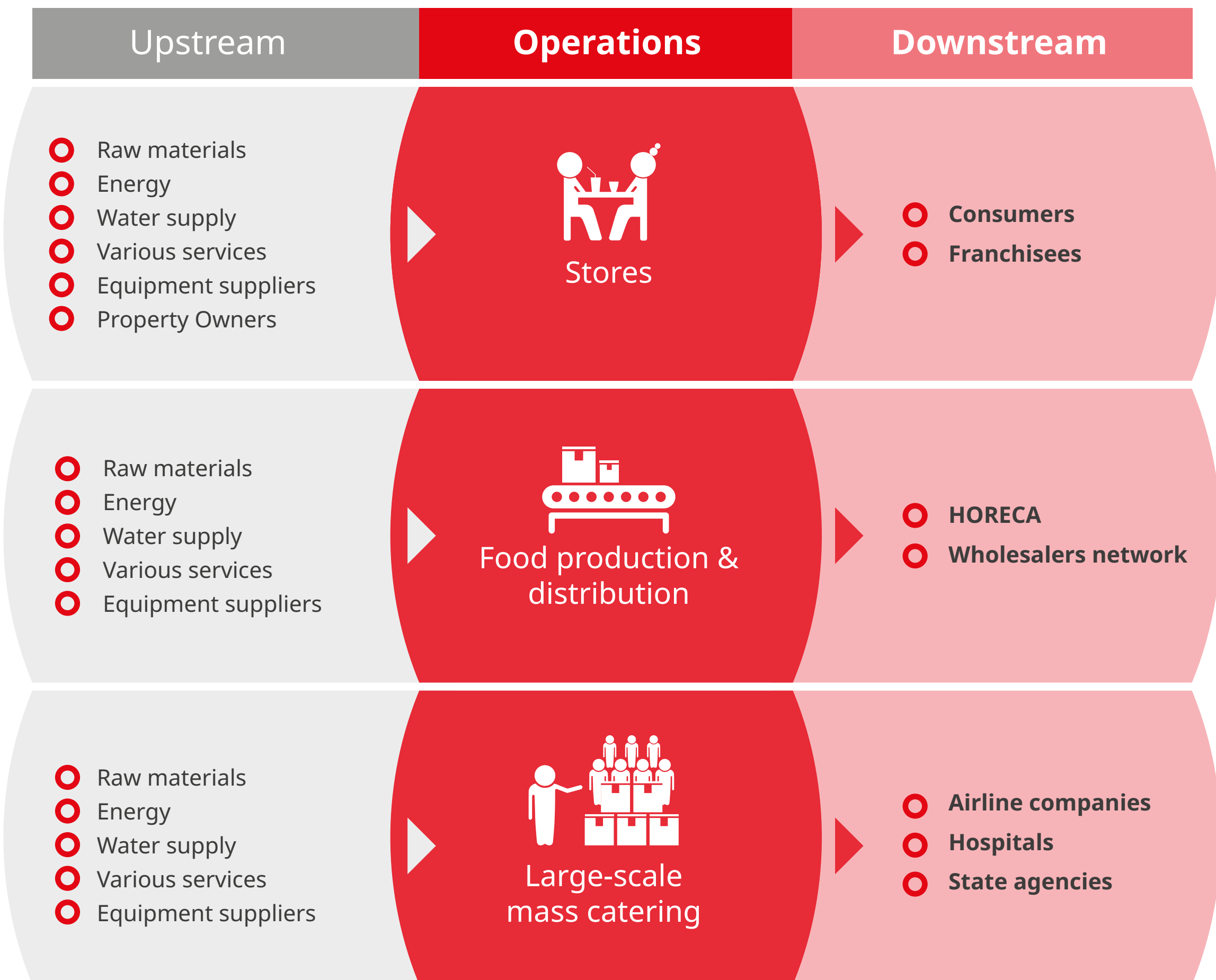


Output: Our contribution

- Natural Capital**
 - >107 tons of coffee residues recycled in 2023
 - 36,380 m³ less methane released in the atmosphere during the reporting period
- Financial Capital**
 - €53 mil. employee remuneration and benefits
 - €17.8 mil. payments to state institutions
- Productive Capital**
 - 13 countries of Group presence
 - 5 dynamic chains
 - More than 30,000,000 customers
- Intellectual Capital**
 - Innovative order routing system delivery
 - “Tap ‘N Grap Dine In” digital ordering service
 - 388 certifications across the network
 - ‘Voice of Customer’ satisfaction survey tool
- Human Capital**
 - Employee Satisfaction Survey with a participation rate of 90%
- Social Capital**
 - 2,500 franchise store beneficiary employees
 - ArGOODaki, in collaboration with the non-profit organization Library4all, supported the promotion of reading and equitable access to education and culture for children and young people, providing new children’s literature books to school libraries across Greece
 - everest, in partnership with Wise Greece, donated over 3.5 tons of food to the Athens Municipality’s Reception and Solidarity Center, addressing the needs of people in urgent need
 - In partnership with "BOROUME", the Group donated 4,810 food portions to charitable organizations

GRI 2-1 GRI 2-6

Our Group's Value Chain



Awards and distinctions

In 2023, 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.



FOOD EXPERTS AWARDS 2023

The **GOODY'S | everest Group** won two (2) gold awards in key categories at the Food Experts Awards 2023, an event celebrating achievements and best practices in the food and beverage sector. The Group was recognized in the **Food Safety Culture Stand Out** and **Excellent Food-Related Training Scheme** categories, reaffirming its leading position in the food-service industry.



ESTIA AWARDS

Goody's Burger House received three (3) Gold awards in the **Burger Awards**, **Social & Digital Presence and Smart Growth** categories. Additionally, everest received a Silver award in the **Streetfood Awards** and **Greek Food Ambassadors** categories, as well as a Bronze award in the **Interior Design/ Flagship Store** category.



GRI 2-28



RETAIL BUSINESS AWARDS

Goody's Burger House was honored with a Bronze award in the **Best Retailers' Mobile Apps** category.



VEGAN AWARDS

Goody's Burger House received a Gold award in the **Vegan Ready-to-Eat Meal** category for their Vegan Nuggets.



INFLUENCER AWARDS

Goody's Burger House won a Bronze award in the **Best Use of TikTok for Influencer Marketing** category for its collaboration with TikTok creators.



CONTENT MARKETING AWARDS

Goody's Burger House received a Bronze award in the **Food & Beverages** category.



COFFEE BUSINESS AWARDS

The everest brand earned a total of three (3) awards: a Gold in the **Top National Coffee Chain** and **Top Coffee Chain Advertising Campaign** categories and a Silver in the **Top Coffee Chain Design** category.



Participation in bodies and associations

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



SDE
(Hellenic Advertisers Association)

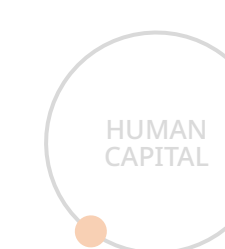


Alliance for the Reduction of Food Waste

EPOES



Hellenic Association of Organized Food Service Enterprises



GRI 2-4 GRI 2-6 GRI 201-1
GRI 201-4 GRI 203-1 GRI 203-2



Financial Performance

Below we present the key information of our financial performance for 2023 compared to the corresponding financial figures of 2022.

VAT and other withheld taxes

	2023	2022
VAT payments	10,208,521.77	8,979,303
Employment tax & Emergency Solidarity Contribution payments	3,674,207.49	3,378,269
Other withheld taxes	2,532,614.05	2,286,670
Total	16,415,343.2	14,644,242
Grants/ subsidies <i>(Greek Public Employment Service grants not included)</i>	51,264.60	216,189

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

	2023	2022		2023	2022
Direct economic value generated: revenue ¹	264,302,915.06	232,248,237	Payments to providers of funds	6,275,638.56	3,136,200
Operating cost ²	155,701,149.76	154,048,578	Equity	52,697,331	53,399,331
Wages and employee benefits ³	53,052,946.79	54,705,519	Payroll payments <i>(gross earnings)</i>	41,631,873.51	42,530,888
Payments to providers of capital	6,275,638.56	3,136,200	Payments for employee insurance <i>(employer's contributions and private insurance)</i>	8,309,342.32	8,048,900
Payments to state bodies ⁴	1,355,457.58	313,085	Other employee benefits <i>(benefits & compensations)</i>	3,111,730.96	4,125,730
Donations and investments ⁵ at community level	60,546	20,000	Total investments	6,147,258.19	4,286,026
Direct economic value distributed	216,385,192.69	212,223,381	Total assets	284,493,728.84	277,293,462
Payments for taxes – direct	1,355,457.58	313,085			
Total payments to state agencies	17,770,800.89	14,957,327			

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 Does not include VAT, taxes withheld and other taxes.

⁵ 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

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 eight (8) 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 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 constant 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

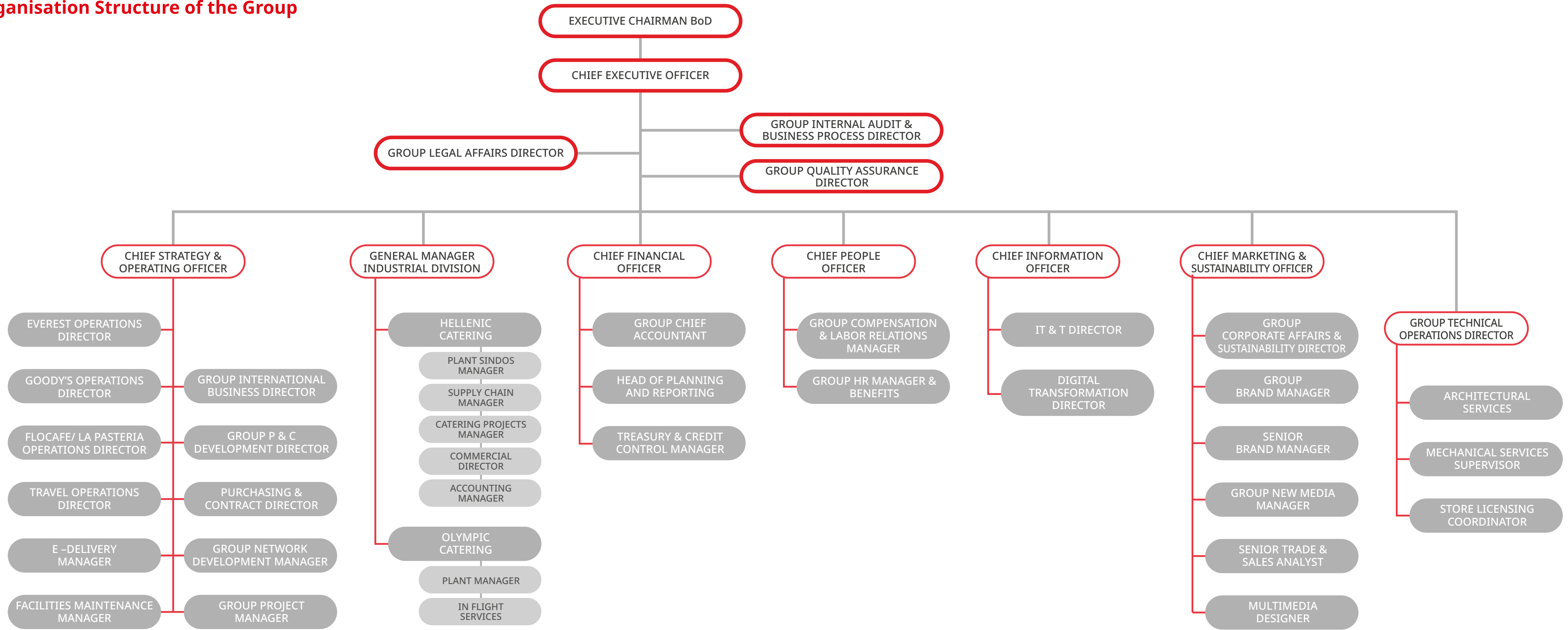


A Business Continuity Incident Response Committee



An ESG Committee

Organisation Structure of the Group



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 remuneration 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

	2023
ANNUAL TOTAL REMUNERATION OF THE HIGHEST PAID INDIVIDUAL IN THE ORGANIZATION	328,400
AVERAGE ANNUAL TOTAL REMUNERATION FOR ALL EMPLOYEES OF THE ORGANIZATION, EXCLUDING THE HIGHEST PAID INDIVIDUAL	21,914
ANNUAL TOTAL COMPENSATION RATIO	1.49
PERCENTAGE INCREASE IN ANNUAL TOTAL REMUNERATION FOR THE HIGHEST PAID INDIVIDUAL	13.04%
AVERAGE PERCENTAGE INCREASE IN ANNUAL TOTAL REMUNERATION FOR ALL EMPLOYEES OF THE ORGANIZATION, EXCLUDING THE HIGHEST PAID INDIVIDUAL	3.43%
CHANGE OF ANNUAL TOTAL REMUNERATION RATIO	0%

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.





Sustainable development



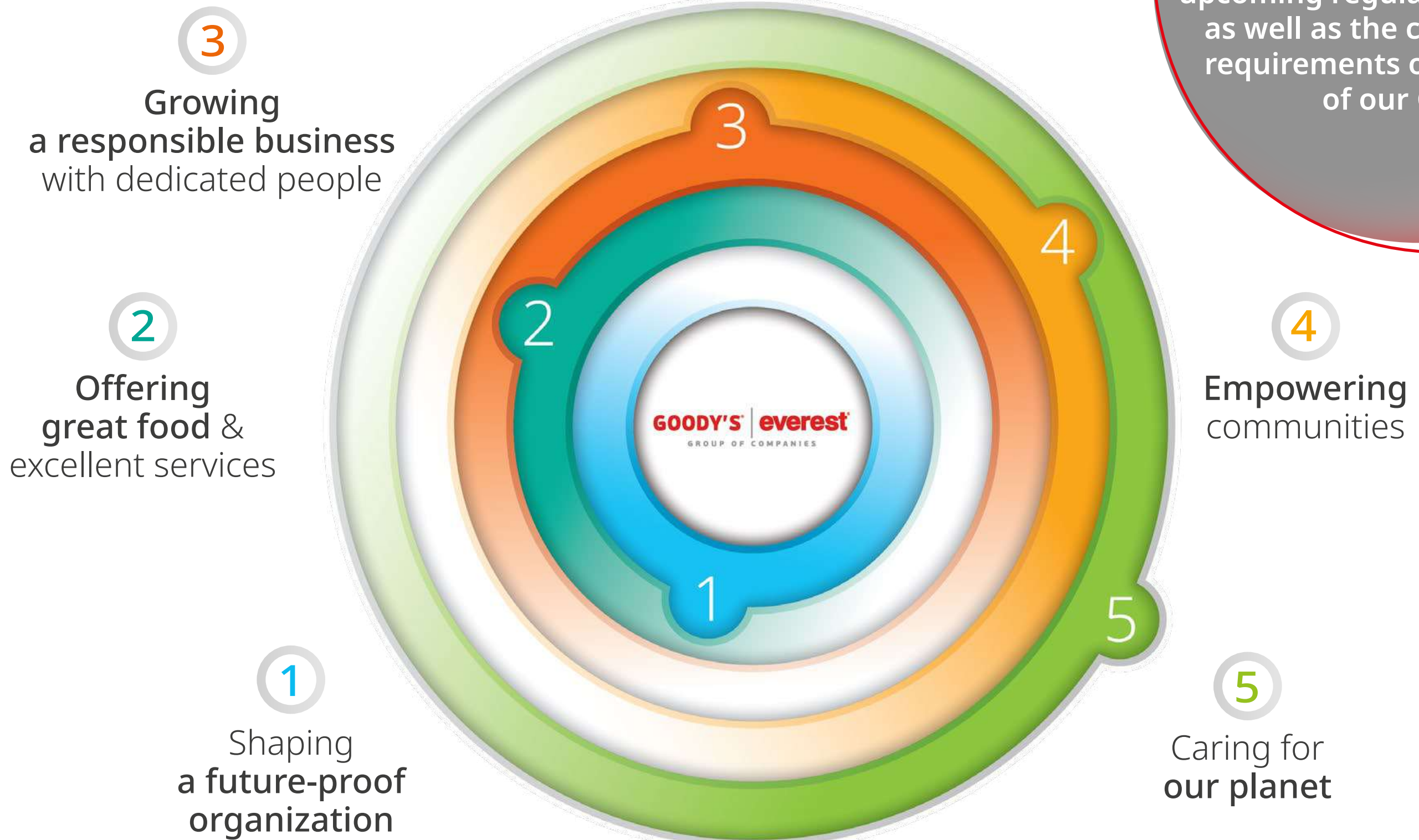
GRI 2-22

Group ESG Strategy

In 2022, we developed our Environment, Society and Governance (ESG) strategy to create value aligned with environmental and social needs and challenges, ensuring that we meet the requirements of our stakeholders, including shareholders, employees, partners, etc.

The ESG Strategy consists of a combination of actions designed to adopt practices and ensure performance in environmental, social and governance issues.

5 strategic ESG priorities



“ 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. ”

GRI 2-12 | GRI 2-13 | GRI 2-14 | GRI 2-17 | GRI 2-18 | GRI 2-25

Governance Model for Sustainable Development

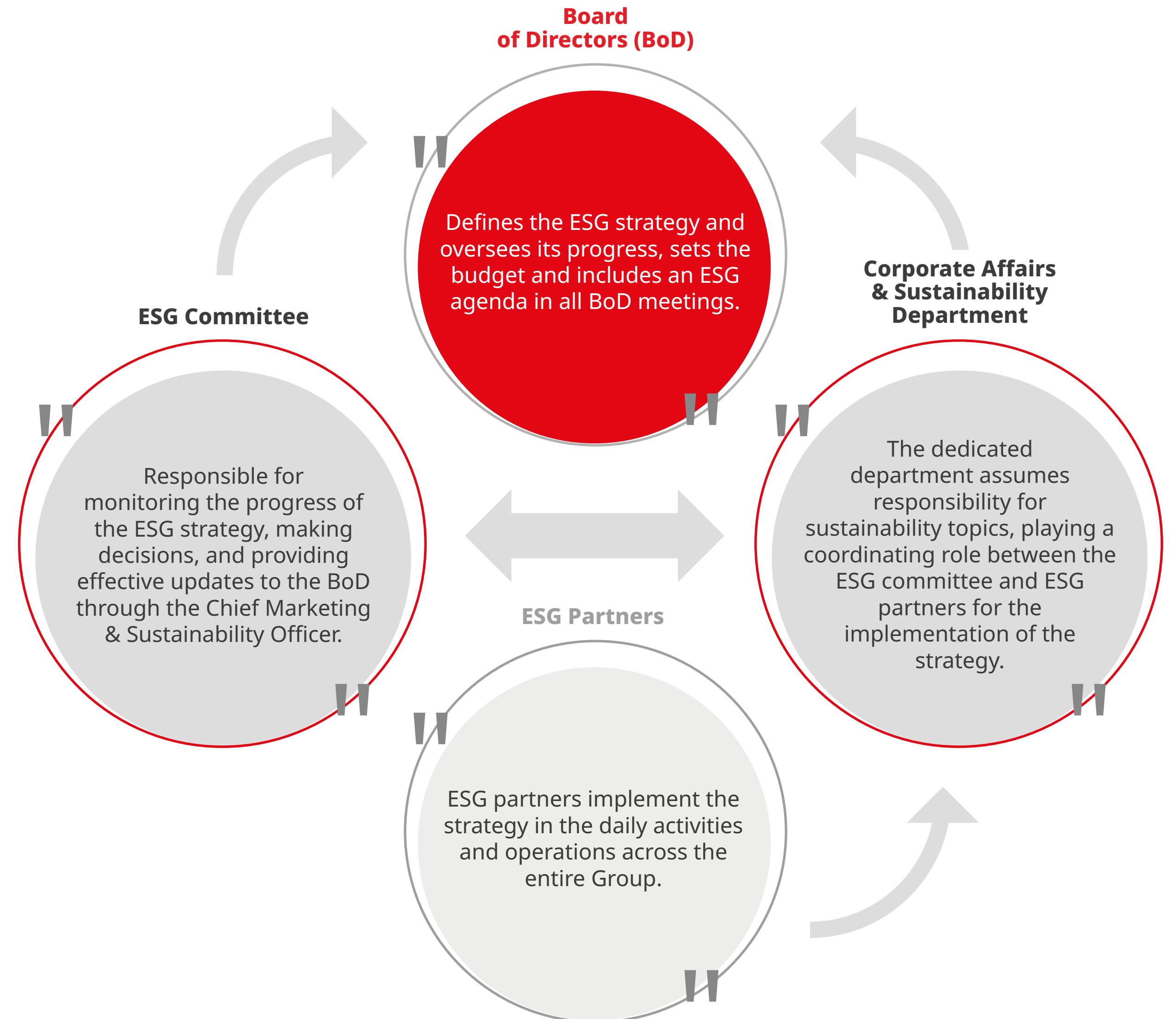
In 2023, we continued our efforts to promote sustainable development by enhancing corporate governance and fully integrating ESG issues into our operational framework. The governance model we formulated in 2022 was implemented, strengthening the oversight and management of ESG issues.

The ESG Committee is responsible for integrating and implementing our ESG strategy across our business and operational model. This includes monitoring our progress and performance toward ESG targets and approving reports on environmental, social and governance issues.

Specifically, in 2023, the Group's ESG Committee coordinated the submission process, significantly contributing to achieving the **Silver Recognition Level in the EcoVadis assessment.**

Additionally, the Committee's work extends to other notable achievements of the Group, such as reviewing and updating a range of policies and procedures to incorporate the organization's principles and goals.

Apart from the Committee, our **ESG Partners**—members of relevant organizational departments who participate in implementing the strategy at every level of the company—also play a particularly important role. Finally, the active involvement of Board of Directors members in the ESG Committee, has ensured high-level support and commitment to achieving our sustainability goals across all aspects of our business operations.



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.

GRI 2-25 | GRI 3-1 | GRI 3-2

Double materiality analysis

As a Group that holds a leading position in the Greek market, regarding sustainability issues, we recognize the impacts that our business activity has on the environment, society and the economy, as well as the risks and opportunities that emerge for the Group itself.

Our key tool for identifying and prioritizing the most critical sustainability issues is the **Double Materiality Analysis**. This analysis examines how the Group's practices impact the environment and society, as well as how integrating sustainability criteria can influence our corporate performance and growth. The process incorporates an assessment of stakeholders' priorities and concerns, along with the Group's corresponding responses, fostering transparency and active engagement.

We performed the double materiality analysis for the first time in 2022, in full alignment with the requirements of the 2021 **Global Reporting Initiative (GRI) Standards** and of the **European Sustainability Reporting Standards (ESRS)**.



GRI 2-29

Communication with stakeholders

STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Shareholders</p> <ul style="list-style-type: none"> ● General meetings (ordinary and extraordinary) ● Annual report of results ● Announcements of Group Companies on website ● Company meetings 	<ul style="list-style-type: none"> ● General meetings (ordinary and extraordinary) ● Annual report of results ● Announcements of Group Companies on website ● Company meetings 	Monthly	<ul style="list-style-type: none"> ● 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 	<ul style="list-style-type: none"> ● Disclosure of annual consolidated and separate financial statements ● Implementation and compliance with "Vivartia Code of Conduct"
<p>Employees</p>	<ul style="list-style-type: none"> ● Meetings between Senior Management and employees ● Evaluation and performance system ● Inter-departmental meetings ● Employee satisfaction surveys ● Complaint boxes 	Daily	<ul style="list-style-type: none"> ● Remuneration ● Benefits ● Development and advancement ● Equal employment opportunities ● Working conditions ● Recognition, training, professional and personal development ● Achievement of personal and team goals ● Time management ● Health and safety ● Participation in voluntary activities 	<ul style="list-style-type: none"> ● 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 implementation



STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Partners - Franchisees</p>	<ul style="list-style-type: none"> ● 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 	<p>Daily</p>	<ul style="list-style-type: none"> ● 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 	<ul style="list-style-type: none"> ● 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



STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Customers</p> <p>B2B Customers</p>	<ul style="list-style-type: none"> ● 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 	<p>Daily</p>	<ul style="list-style-type: none"> ● Quality of raw materials and end products ● Safe and innovative products ● Production standards and labeling ● 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 	<ul style="list-style-type: none"> ● Quality control of raw materials and products ● Implementation of a quality assurance system ● Sound stock management aiming at timely delivery ● Development of new products



STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Customers</p> <p>End consumers</p>	<ul style="list-style-type: none"> ● 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 	<p>Daily</p>	<ul style="list-style-type: none"> ● 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 	<ul style="list-style-type: none"> ● 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



STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Suppliers</p>	<ul style="list-style-type: none"> ● Group Procurement Department ● Regular meetings and communication ● Accounting Department responsible for financial issues ● Invoicing systems ● Annual evaluation of suppliers' performance ● Participation in exhibitions ● Site visits and evaluations ● Promotion platforms ● Presentations and research on new products ● Monthly dispatch of a commodities table for the constant update of raw material prices ● Legislative provisions and updates in cases of changes in materials, etc. 	<p>Daily</p>	<ul style="list-style-type: none"> ● 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 - labeling ● 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 	<ul style="list-style-type: none"> ● Code of Conduct governing the procurement of goods and services ● Supplier evaluation process ● Approved internal procedures and guidelines regarding the supply and receipt of goods and services

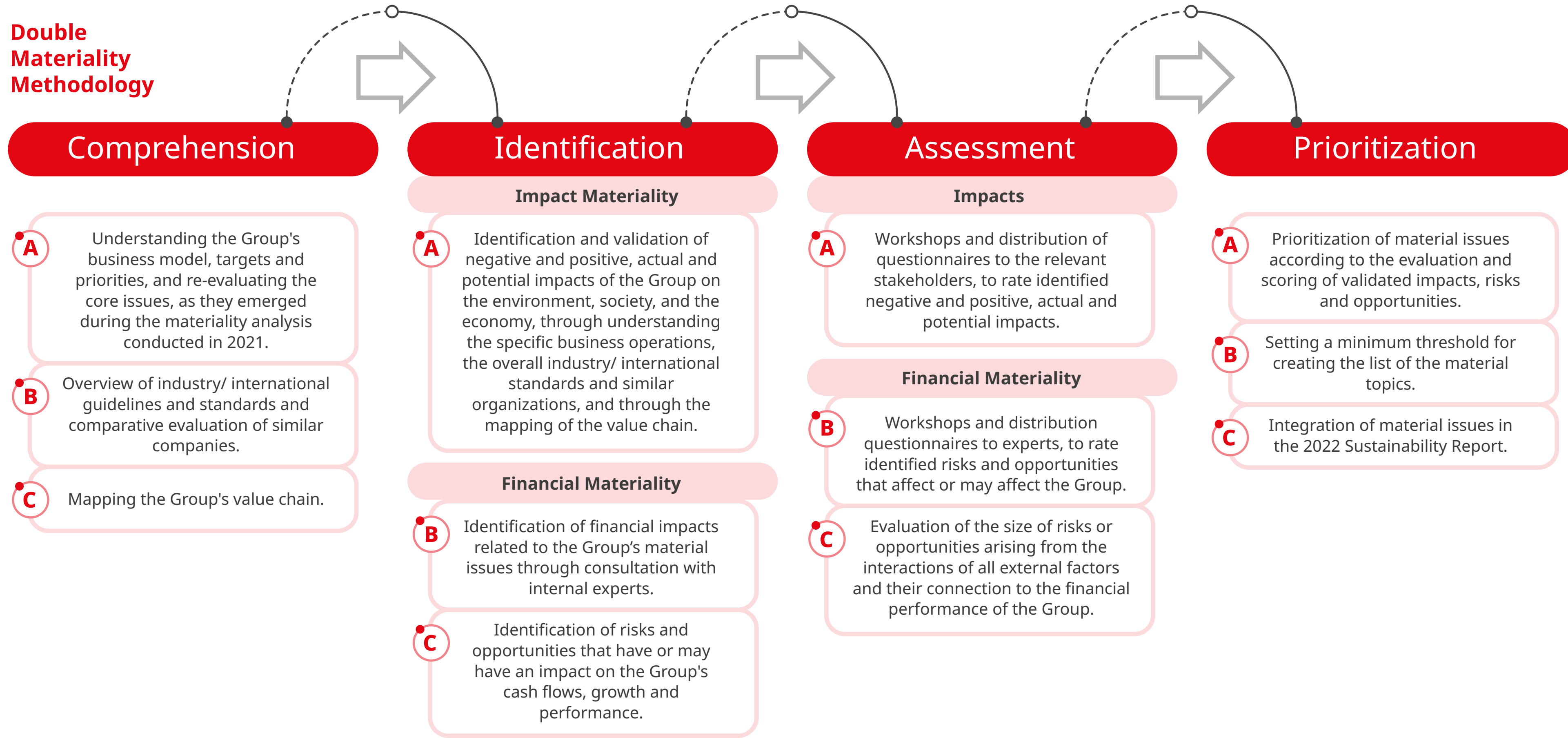


STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>State - Regulatory authorities</p>	<ul style="list-style-type: none"> ● Legal department ● Digital economy ● Public services and authorities ● Associations and chambers ● Inspections and audits ● Participation in consultation committees ● Events ● Collective bodies ● Organization's website ● Media 	<p>Monthly</p>	<ul style="list-style-type: none"> ● Respect for legislation requirements ● Compliance with the legislation (national and European) and ISO system standards ● Respect of 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 	<ul style="list-style-type: none"> ● Full compliance with legislation
<p>Civil Society <i>(NGOs, foundations, universities, etc.)</i></p>	<ul style="list-style-type: none"> ● 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 	<p>Daily</p>	<ul style="list-style-type: none"> ● 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 	<ul style="list-style-type: none"> ● Job creation ● Support of susceptible social groups ● Voluntary activities of employees ● Sponsorships



STAKEHOLDER GROUPS	COMMUNICATION METHOD	FREQUENCY OF COMMUNICATION	STAKEHOLDER ISSUES	OUR RESPONSE
<p>Civil Society <i>(NGOs, foundations, universities, etc.)</i></p>	<ul style="list-style-type: none"> ● Voluntary activities ● Cultural events ● Press releases ● Letters ● Invitations to the Group's Management and executives to participate in events 			
<p>Media</p>	<ul style="list-style-type: none"> ● Press conferences ● Press releases ● Publications and press communications ● Meetings with media representatives 	Daily	<ul style="list-style-type: none"> ● Ensuring correct and timely information ● Sharing of information regarding Group's products ● Access to important information 	<ul style="list-style-type: none"> ● Brands & corporate website ● Sustainability report
<p>Banks/ Investors</p>	<ul style="list-style-type: none"> ● Meetings with Group representatives ● Correspondence 	--	<ul style="list-style-type: none"> ● Sustainability ● Liquidity ● Strategic planning 	<ul style="list-style-type: none"> ● Disclosure of annual consolidated and separate financial statements

Double Materiality Methodology



Evaluation criteria on Impacts, Opportunities and Risks

Impacts, opportunities and risks are evaluated, considering specific parameters.

- Impacts rating**
- Positive impacts**
(actual and potential) evaluation criteria:
- Scale
 - Scope
 - Likelihood
- Negative impacts**
(actual and potential) evaluation criteria:
- Scale
 - Scope
 - Irremediable character
 - Likelihood
- Opportunities and Risks rating**
- Magnitude of Positive and Negative Financial Impacts
 - Likelihood for Opportunities and Risks arising

Determination of Material Topics

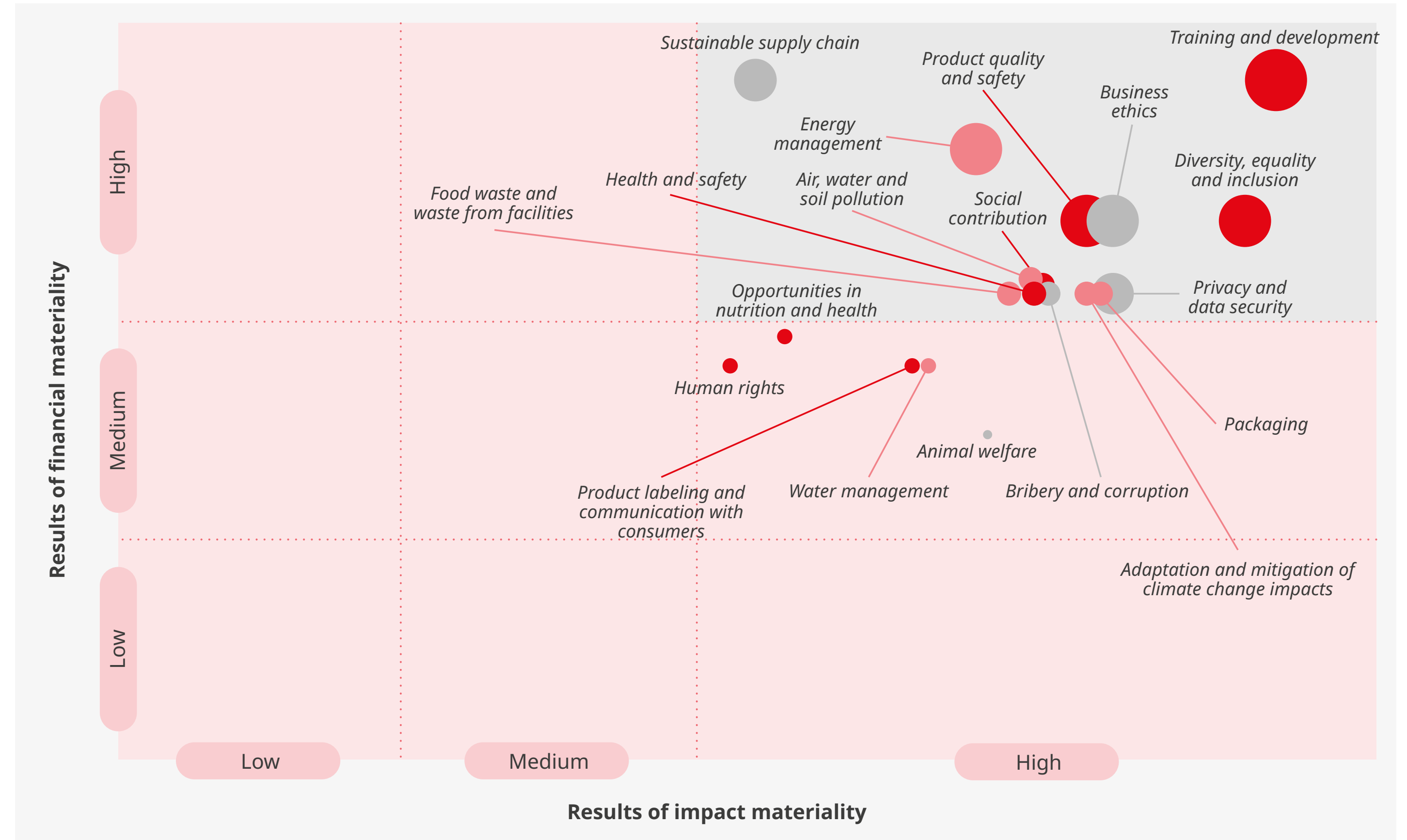
The double materiality methodology was used for the first time to determine material topics for the 2022 reporting period.

There have been no significant changes to the business model and organizational structure, as well as the broader supply chain, and the topics identified as material in 2022 remain equally relevant for the current reporting period (2023). Thus, the ESG Committee concluded that the recognized material topics for 2022 would also be used to prepare the 2023 Sustainability Report.

It is worth noting that this process aligns with the new European regulatory framework Corporate Sustainability Reporting Directive (CSRD), as well as the guidelines of the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI 3: Material Topics 2021).

Additionally, the Group adopts a proactive approach, taking into account upcoming regulations to adapt to potential future changes. This approach ensures our effective response to regulatory developments while managing potential risks and opportunities.

Double materiality results



Note: The size of each figure corresponds to total score of double materiality score. Larger figures indicate greater importance for stakeholders

● ENVIRONMENTAL ● SOCIAL ● GOVERNANCE

Ranking of material topics

IMPACT MATERIALITY

ESG PILLARS	RANKING OF SUSTAINABILITY TOPICS
Material topics	
Environment	<ul style="list-style-type: none"> ● Adaptation and mitigation to climate change impacts ● Packaging ● Air, water and soil pollution ● Food waste and waste from facilities
Society	<ul style="list-style-type: none"> ● Training and development ● Diversity, equality and inclusion ● Product quality and safety ● Social contribution ● Health and safety
Governance	<ul style="list-style-type: none"> ● Business ethics ● Privacy and data security ● Bribery and corruption ● Animal welfare
Other topics	
Environment	<ul style="list-style-type: none"> ● Water Management ● Energy Management
Society	<ul style="list-style-type: none"> ● Product labeling and consumer communication ● Opportunities in nutrition and health ● Human Rights
Governance	<ul style="list-style-type: none"> ● Sustainable supply chain

FINANCIAL MATERIALITY

ESG PILLARS	RANKING OF SUSTAINABILITY TOPICS
Material topics	
Environment	<ul style="list-style-type: none"> ● Energy management ● Adaptation and mitigation to climate change impacts ● Packaging ● Food waste and waste from facilities
Society	<ul style="list-style-type: none"> ● Training and development ● Diversity, equality and inclusion ● Product quality and safety ● Social contribution ● Health and safety ● Opportunities in nutrition and health ● Human rights
Governance	<ul style="list-style-type: none"> ● Sustainable supply chain ● Business ethics ● Privacy and data security ● Bribery and corruption
Other topics	
Environment	<ul style="list-style-type: none"> ● Air, water and soil pollution ● Water Management
Society	<ul style="list-style-type: none"> ● Product labeling and communication with consumers
Governance	<ul style="list-style-type: none"> ● Animal welfare

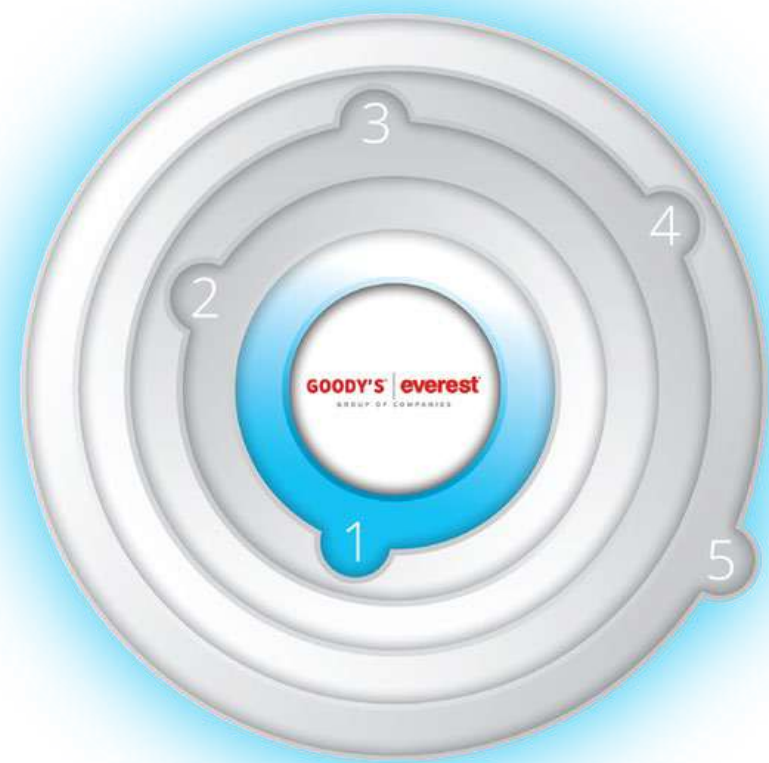
DOUBLE MATERIALITY

ESG PILLARS	RANKING OF SUSTAINABILITY TOPICS
Material topics	
Environment	<ul style="list-style-type: none"> ● Energy management ● Adaptation and mitigation to climate change impacts ● Packaging ● Food waste and waste from facilities ● Air, water and soil pollution
Society	<ul style="list-style-type: none"> ● Training and development ● Diversity, equality and inclusion ● Product quality and safety ● Social contribution ● Health and safety
Governance	<ul style="list-style-type: none"> ● Sustainable supply chain ● Business ethics ● Privacy and data security ● Bribery and corruption
Other topics	
Environment	<ul style="list-style-type: none"> ● Water Management
Society	<ul style="list-style-type: none"> ● Opportunities in nutrition and health ● Product labeling and communication with consumers ● Human rights
Governance	<ul style="list-style-type: none"> ● Animal welfare

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:

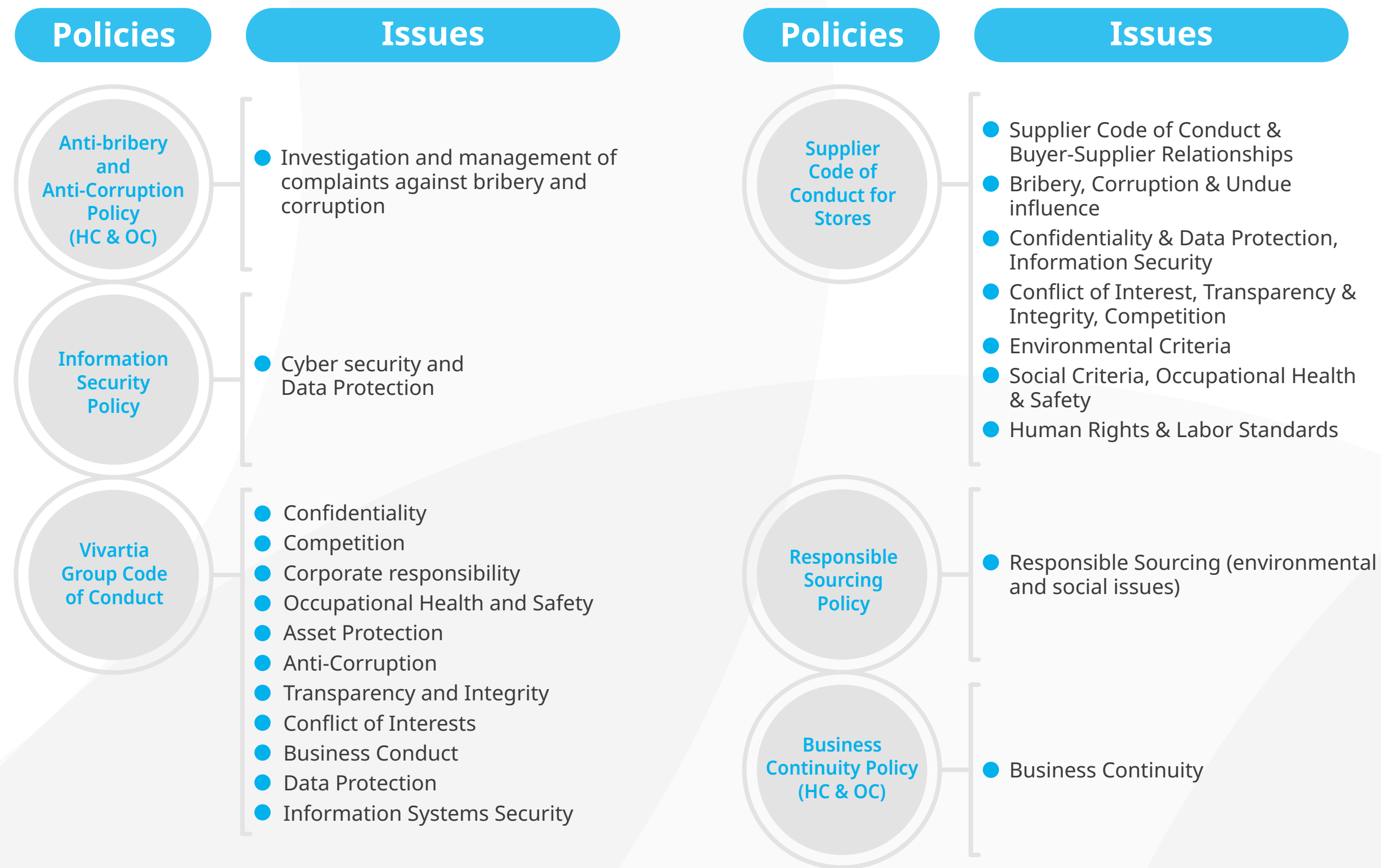


Alignment with the Principles of the UN Global Compact



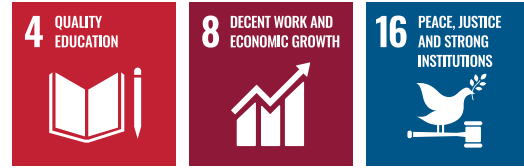
The **GOODY'S | everest Group's** management and operation are based on a structured corporate governance system that ensures the proper operation and effectiveness of the institutional framework, while fostering a healthy cooperation with the Group's partners and stakeholders.

Transparency, regulatory compliance and practices that promote business ethics are at the heart of the Group's culture and characterize the entire scope of our business activities.



Corporate Governance principles provide the guidelines for achieving corporate objectives, 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 2-23 | GRI 2-24 | GRI 2-26 | GRI 2-27 | GRI 205-2 | GRI 205-3 | GRI 206-1



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.

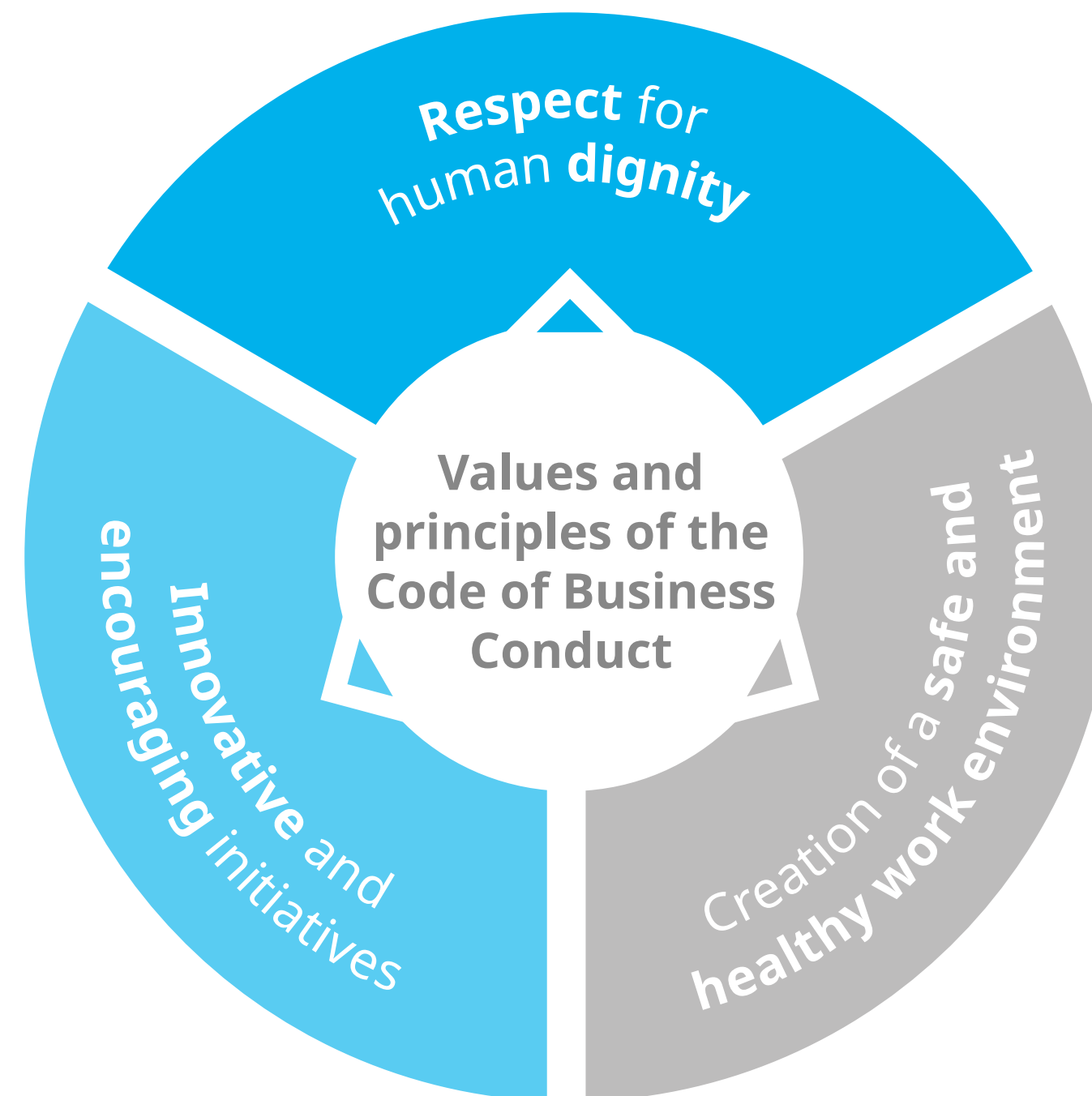
The **GOODY'S | everest Group** regularly informs its partners about the provisions and commitments arising from the Code of Conduct to ensure they are in full alignment with the values and principles of the Group.

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 the Vivartia Group Code of Conduct 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.



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 2023 contains further information on business risks.

Managing transparency and corruption issues

The Code of Conduct 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.

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 2023, there were no confirmed incidents which led to employee dismissal or disciplinary action against employees for corruption, no incident related to corruption that resulted in the termination or non-renewal of any collaboration with partners or any public legal case related to corruption against the Group or its employees.



GRI 418-1



Management of Internal Complaints

The Group, through its related policies and procedures, has established committees that manage any internal complaints or/and 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 possess 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.

Our 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 2022 and 2023, 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.

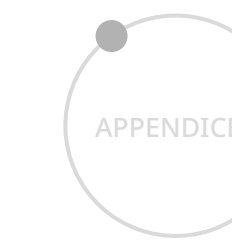
We recognize the Importance of Data Protection and Cybersecurity

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 2023, 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.



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

2023 marked the launch of the demanding digital transformation project for our Group, through the adoption of technological solutions that align with our long-term strategy. The ultimate goal is to create a digital ecosystem that fosters innovation and efficiency, while keeping employees at the core of our efforts.

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 data across the entire Group.

In 2023, a total of 74 hours of discussions across 30 workshops were conducted, with the participation of numerous executives, to identify the Group's core needs and requirements for the new ERP system, as a basis for planning the implementation of the project.



Ensuring 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 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:



50% soy protein used in plant-based products from Regenerative Agriculture



100% eggs from cage-free hens



0% use of GMOs in all Group products



0% detection of antibiotics and growth factors in beef

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

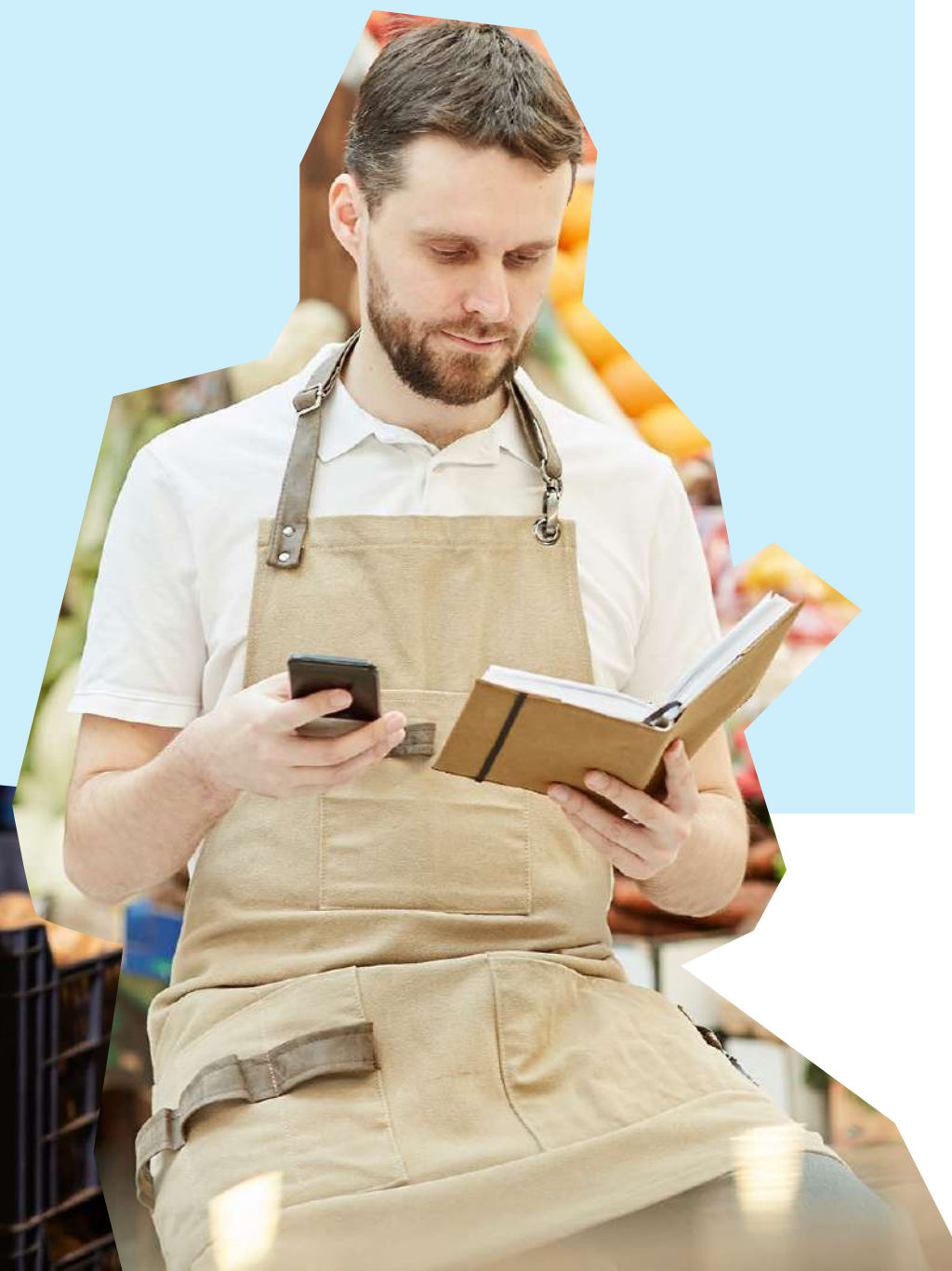
FOR STORE SUPPLIERS

Local:

suppliers who deliver only to a specific county-region

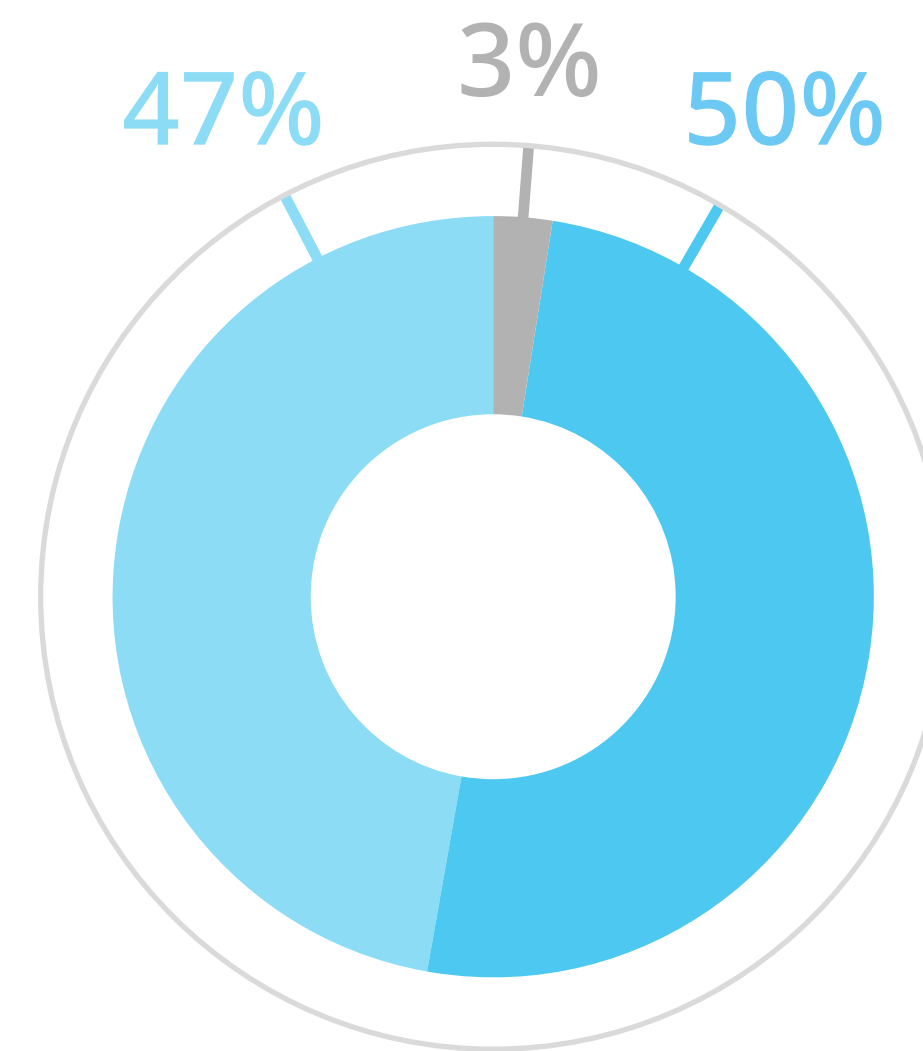
Domestic:

suppliers who deliver around Greece



Breakdown of the number of Group's suppliers by category

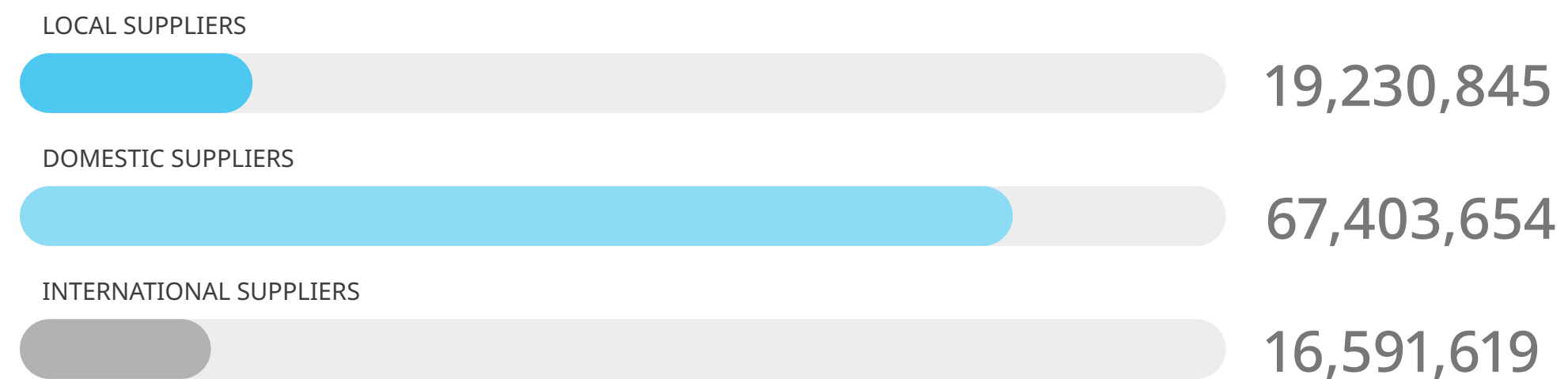
- LOCAL SUPPLIERS
- DOMESTIC SUPPLIERS
- INTERNATIONAL SUPPLIERS



>97% of total suppliers are domestic and local suppliers.

84% of the total purchases relate to local and domestic suppliers.

Allocation of total value to suppliers (€)



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.

Specifically in 2023:

50+ Suppliers participated in an ESG training seminar organized in collaboration with a specialized partner.

70+ Suppliers, representing over 40% of the Group's total purchases, have signed the Supplier Code of Conduct.

We launched the Sustainable Procurement Framework project through which the implementation of due diligence practices to the Group's suppliers regarding selected ethical issues is initiated.



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.

Enhancing Transparency and Reliability in ESG issues

The Group is committed to strengthening transparency and reliability in ESG related issues by integrating its ESG strategy into the company's business and operational model. This project is overseen by the ESG Committee, which monitors the company's progress and performance toward ESG goals and approves reports on environmental, social and governance issues.

In 2023, the ESG Committee oversaw the data submission process, contributing significantly to the achievement of a Silver Recognition Level in the **EcoVadis** assessment.



The Group participated in the internationally recognized **EcoVadis assessment** for the first time in 2023, achieving a **Silver Recognition Level**. This success highlights our constant dedication to improving sustainability performance and solidifying our position as a leader in sustainable business practices. Through its performance in key areas such as labor practices and environmental impact, as assessed by EcoVadis, **GOODY'S | everest** demonstrates its commitment to transparency and responsibility, while gaining valuable insights for further improvement.

“The year **2023** marks a **milestone** in recognizing our efforts toward sustainable entrepreneurship.”



As part of the Group's digital transformation, in 2023 a project to design a specialized digital platform for collecting and verifying ESG-related data across the entire organization was initiated, further enhancing the effectiveness of ESG reporting.





Group ESG Highlights

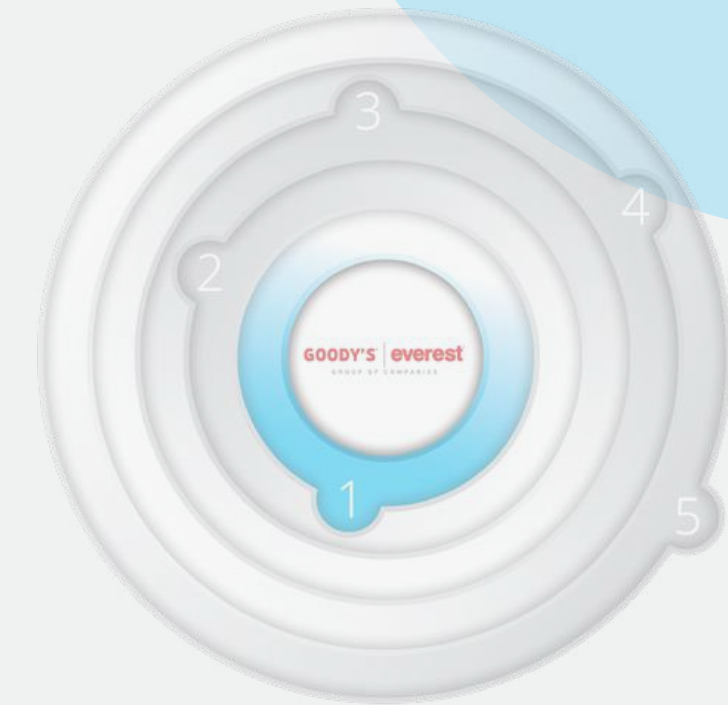
84% of the total purchases relate to local and domestic suppliers.



>97% of the Group's total suppliers are domestic and local.



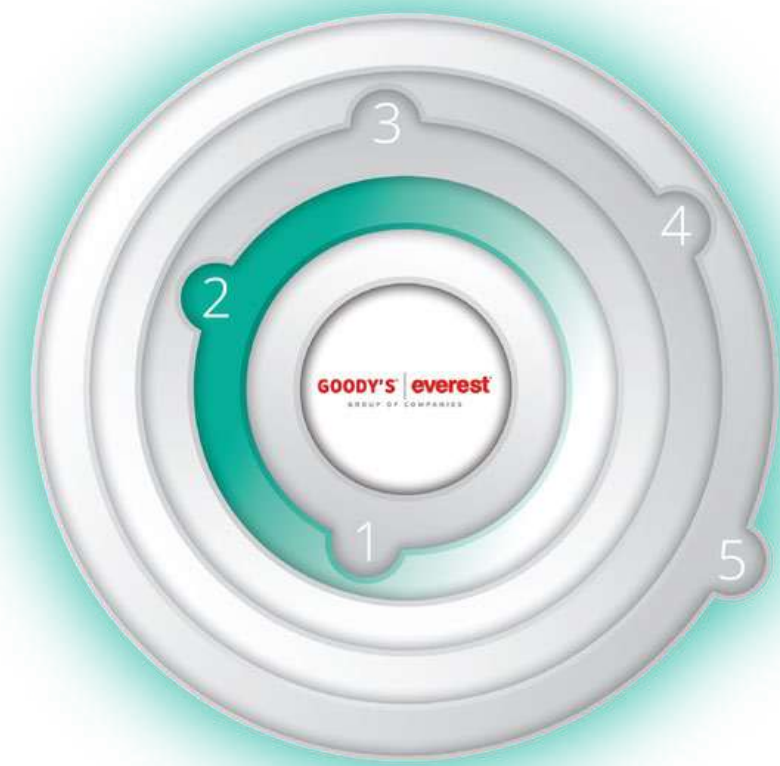
In 2023, the Group participated for the first time in the assessment by the internationally recognized organization **EcoVadis**, achieving a **Silver Recognition Level**.



2

Offering great food and excellent services

Investing in innovation, offering diverse choices, raising awareness.

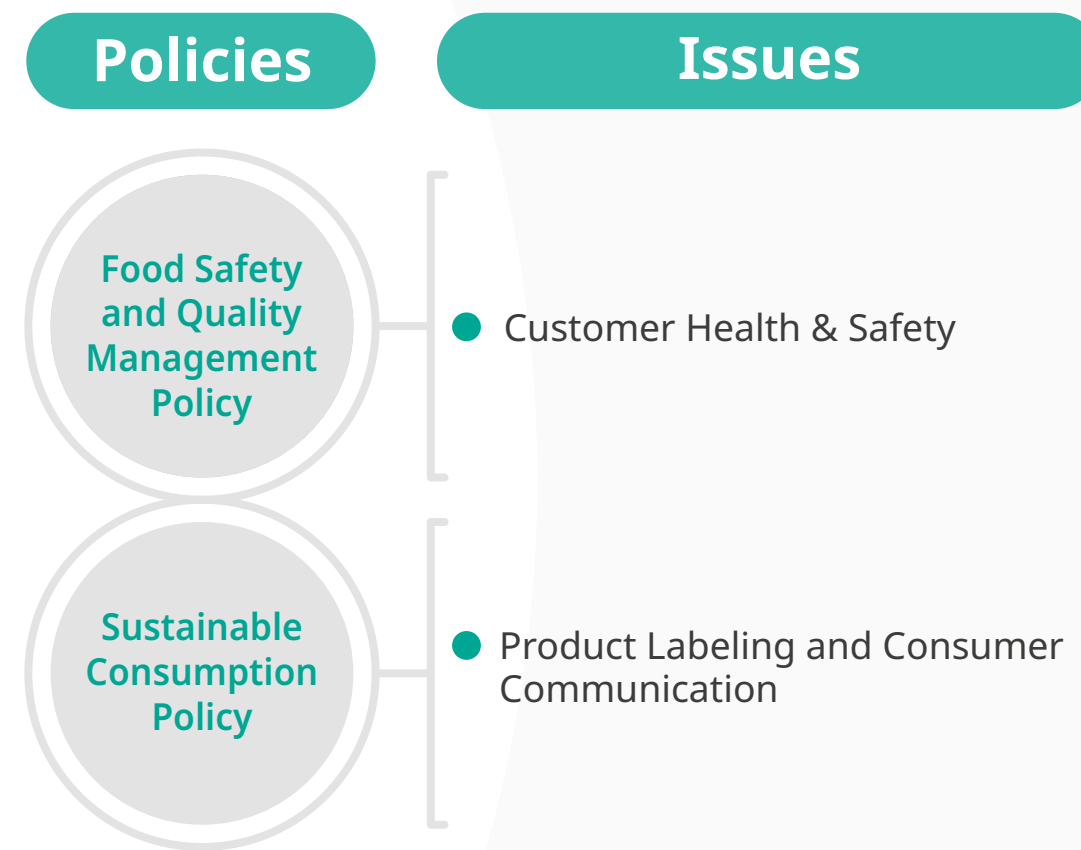


This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:



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 2023, we implemented the updated Sustainable Consumption Policy and Food Safety and Quality Management Policy.



Key Initiatives for 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



GRI 416-2 | FP5 | 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.

In 2023, the Group incorporated 130 new ingredients and developed 108 new recipes.

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

In collaboration with the National Technical University of Athens (Chemical Engineering Department), the University of Ioannina (Biology Department), and the Harokopio University (Department of Nutrition and Dietetics), we completed the "Development of Innovative Functional Meat-Alternative Products" program. This initiative utilized alternative, plant-based protein sources and cutting-edge technologies to create sustainable food solutions.



Goody's Burger House launched a new burger patty recipe, "Small Farms", made from 100% beef sourced from cattle raised under controlled conditions on select small Greek farms. This limited-production burger emphasizes the local origin of its raw materials.

Also, collaborating with distinguished chef Vasilis Kallidis and experienced dietitian Anastasios Papalazarou, everest introduced the **Power Meals** category. This series of high-nutritional-value products is designed to promote balanced eating habits, while catering to the demands of modern, fast-paced lifestyles.

The Power Meals were introduced at the 17th Hellenic Congress of Nutrition & Dietetics as excellent options within a healthy and balanced diet.



Use of technology to upgrade the 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.

The innovative Routing service, a cutting-edge order-routing system, allows users to track the driver delivering their order in real time. This technology has significantly reduced order fulfillment times.

The stores are increasingly improving their operations using features such as **automatic order assignment** to drivers based on proximity and time efficiency, powered by smart algorithms, **color-coded visualizations** of delayed orders and **real-time order mapping**,

providing a direct visual representation on the map. This system enables the company to monitor order flow and network performance, quickly identify potential issues, and implement corrective actions in real time.

We continuously invest in strengthening our **loyalty programs for our brands**, enriching the customer experience with elements of fun and personalized communication, an approach that adds value to all interaction customers.

We are constantly evolving our **digital touchpoints**, making digital sales channels increasingly interactive and efficient, by incorporating smart promotional and service techniques. A standout example is the **"everest on the road"** service, enabling customers to place online orders and delivered them directly to their car outside the store.

At Goody's Burger House, the innovative **"Tap 'N Grab Dine-In"** phygital service allows customers to place orders directly from their table using the **Goody's app** or through **goodys.com**. Once the order is ready, the customers receive an SMS notification and can pick it up from the counter skipping the line.

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

Σκάναρē & Parά Geilē

- 1 Σκάναρē & κάνē τήν παραγγελία σου για **DINE-IN**
- 2 Παράλαβε τήν παραγγελία σου από το ταμείο
- 3 Απόλαυσε το γεύμα σου!

Σκάναρē Εδώ

TAP N GRAB

JUST KEEP SITTING COMFORTABLY AND GIVE YOUR **DINE IN ORDER ONLINE**, EASILY & QUICKLY!

SCAN HERE TO ORDER ONLINE

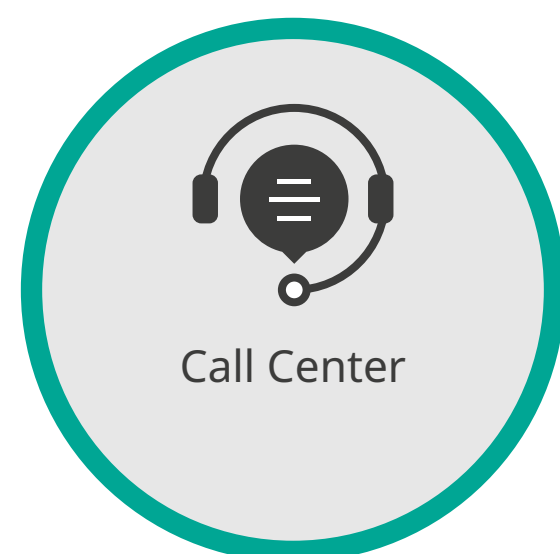


Customer complaints management mechanism

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:



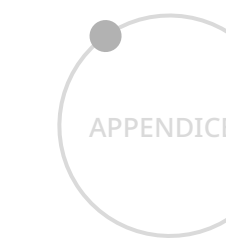
Measuring **customer satisfaction** as a driver for continuous service improvement

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.





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



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)



388 certifications of management systems in 2023

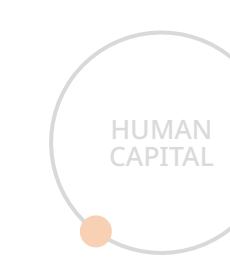
1.000+ of internal inspections annually by a team of experienced scientists

2 fully equipped laboratories which conduct chemical and microbiological analyses on a daily basis

Continuous theoretical, practical, and e-learning training for the personnel production units

Thousands of laboratory tests annually to verify hygiene and cleanliness standards (microbiological, chemical, DNA tests, allergen tests)

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



GRI 417-1 GRI 417-2 GRI 417-3



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.



GRI 2-27



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.

The Group requires that **all information about allergens for its products are available in its stores** in order to ensure proper information for consumers.

These details are also accessible through the Group's websites or through the communication with stores employees, who can offer detailed information to customers regarding the allergens that each product may contain.



Learn the nutritional information for each type



Nutritional information						
	Energy (32% ΠΠΑ/ΡΙ*)	Energy (32% ΠΠΑ/ΡΙ*)	Fat (46% ΠΠΑ/ΡΙ*)	Saturated Fat (59% ΠΠΑ/ΡΙ*)	Sugar (10% ΠΠΑ/ΡΙ*)	Salt (76% ΠΠΑ/ΡΙ*)
	2690 kJ	644 kcal	32g	12g	8,8g	4,6g
Nutritional information	Per portion (247g)	Per 100g	% ΠΠΑ/ΡΙ*			
Energy (kJ)	2690	1089	32			
Energy (kcal)	644	261	32			
Fat	32g	13g	46			
Saturated	12g	5g	59			
Carbohydrates	52g	21g	20			
Sugar	8,8g	4g	10			
Protein	35g	14g	69			
Salt	4,6g	1,9g	76			

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.





Group ESG Highlights



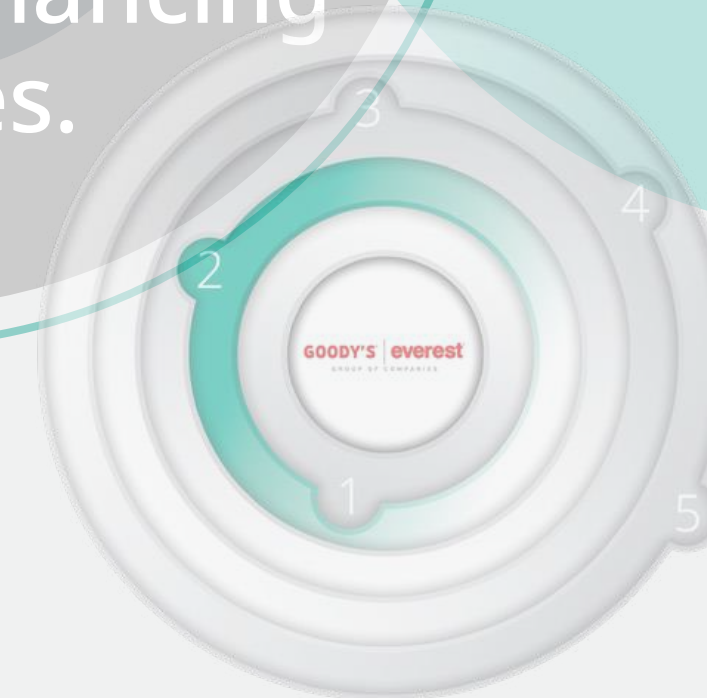
0 incidents of non-compliance with regulations regarding product and service information and labeling, resulting in fines or penalties, non-compliance with regulations resulting in warnings, or non-compliance with voluntary codes.



388 management system certifications achieved in 2023.



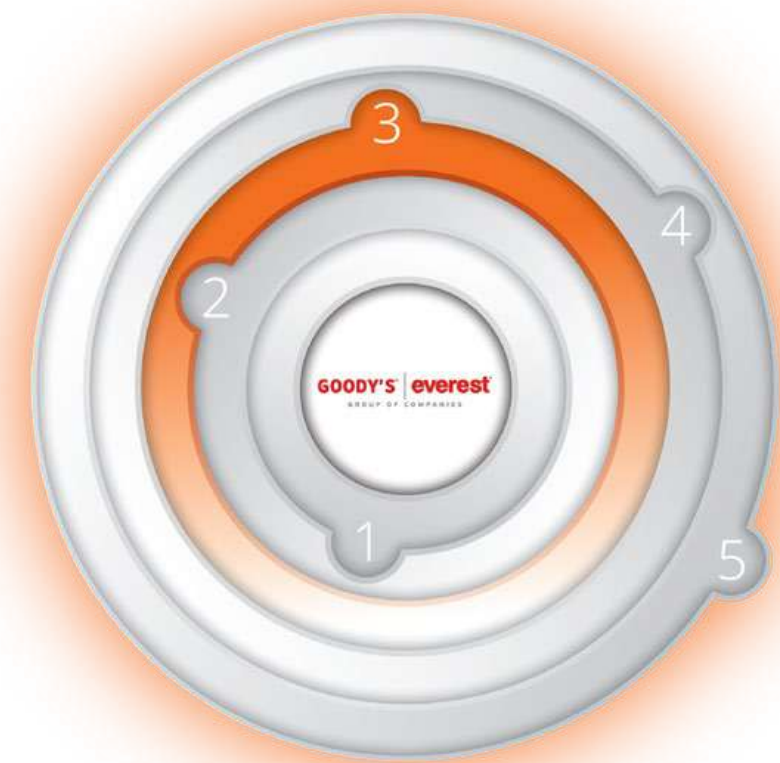
New products with high-nutritional-value and integration of technologies aimed at enhancing services.



3

Growing a responsible business with dedicated people

Placing people at the core of our actions.



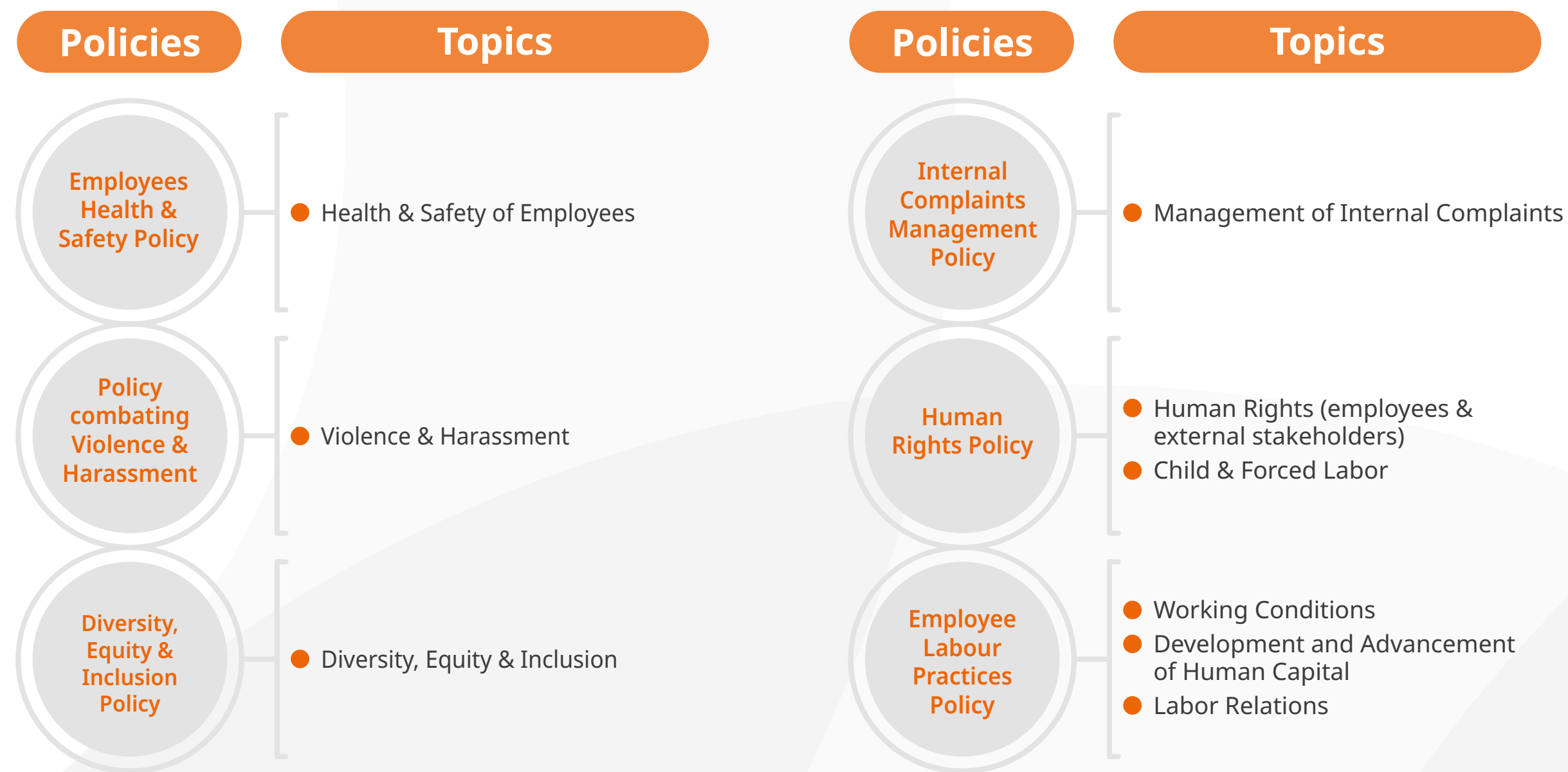
This pillar of our ESG Strategy aligns with the following UN Sustainable Development Goals:



Alignment with the Principles of the UN Global Compact



At **GOODY'S | everest Group** we recognize that our people are at the core of our success and growth. To continuously improve our workplace, **we regularly update the Group's relevant policies, aligning them with best international practices.**



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



GRI 2-7 GRI 2-8 GRI 401-1 GRI 405-1
GRI 405-2 GRI 412-2



Support of diversity and inclusion

At GOODY'S | everest, we condemn all forms of bullying and stand for the uniqueness and freedom of each individual.

We are committed to contributing to the achievement of UN's Sustainable Development Goals related to the reduction of inequalities and gender equality. We demonstrate zero tolerance of discrimination based on gender, nationality, religion, age or education.

We believe that an inclusive workplace is fundamental to building a people-centric culture. Since 2021, all subsidiaries of the Vivartia Group have signed the "Diversity Charter", demonstrating our commitment to creating an inclusive and respectful workplace for all employees

In 2023, we delivered **945 hours of training** on topics of diversity and inclusion.

Goody's Burger House has always supported diversity, and since 2021 is an official sponsor of Pride.



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

GRI 403-1 GRI 403-2 GRI 403-4 GRI 403-5
GRI 403-8 GRI 403-9 GRI 403-10

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 top priority across the value chain and in our operations.

We ensure a safe, accident-free environment, recognizing that our people's ability to perform their jobs depends on their physical and mental well-being.

The Group has established a Health and Safety Policy, supported by the implementation of an ISO 45001-certified Health and Safety at Work Management System.

Additionally, Hellenic Catering and Olympic Catering have been ISO 39001-certified for road traffic safety management in our production units.



Employee Representation in the Health and Safety Board

	2023	2022
NUMBER OF EMPLOYEES PARTICIPATING IN THE HEALTH AND SAFETY COMMITTEE	14	5
PERCENTAGE OF EMPLOYEES PARTICIPATING IN THE HEALTH AND SAFETY COMMITTEE	0.62%	0.77%
TOTAL EMPLOYEES	2,239*	649

*Note: The number of employees participating in the health and safety board refers to the stores and to Olympic Catering.

To effectively prevent and manage risks arising from workplace activities, the Group systematically conducts **Occupational Risk Assessment Studies (ORAS)**. Where necessary, we have appointed **Occupational Safety and Occupational Health Physicians** to ensure the proper implementation of the necessary health and safety measures.

Categories of Health and Safety Expenditures for 2023 (€)

	2023
LEGISLATIVE REQUIREMENTS & SAFETY	359,779
BUILDING INVESTMENTS & INFRASTRUCTURE	178,501
PRODUCTION INVESTMENTS	273,315
PERSONAL PROTECTIVE EQUIPMENT	16,757
FIRE SAFETY (MAINTENANCE/ UPGRADE OF FIRE PROTECTION EQUIPMENT)	1,860
SAFETY UPGRADE PROJECTS	224,663
SITE CLEANING PROJECTS	19,161
PARKING COSTS	571
MEDICAL SERVICES AND HEALTH MONITORING (GEP, BIOSAFETY)	64,568

We also conduct regular internal inspections and reviews, documenting the results and objectives of the key performance indicators (KPIs). Based on these findings, decisions are made to improve health and safety measures. Managers and supervisors at each department - or store - oversee the implementation of procedures and preventive measures, propose improvements and record any accidents.

The Group routinely conducts staff preparedness and training drills based on the Emergency Procedure. In any case of a risk incident or accident, the Safety Officer and the relevant authorities draw up detailed reports in order to take steps for improvement.

Hellenic Catering has established a Health and Safety Board.

Employee representatives, Group management, and the Safety Officer carry out an annual review and consultation on Olympic Catering's Occupational Health & Safety Management Systems, and minutes of these meetings are recorded.

GRI 2-4

Employee Training on Health and Safety Topics

In 2023, 4,535 employee participations were recorded, equaling 17.25 hours of training per employee and a total of 10,407 hours of training in health and safety seminars across the Group.

Health and Safety Seminars

	2023	2022
EMPLOYEE PARTICIPATIONS	4,257	3,849
TOTAL HOURS OF TRAINING	10,407	7,868

Number of work hours



Number of work-related recordable injuries



In 2023, two (2) workshops were held with the participation of foodservice store staff, which included a review of operations focusing on health and safety issues for employees.

Accidents remained at low levels in 2023, with 45 incidents recorded.

Accident Types

Accident Type	2023
TRAFFIC ACCIDENTS	5
FRACTURES/ BRUISES	5
CUTS/ BURNS	17
SLIPS/ FALLS	13
MUSCLE STRAINS	2
FAINTING EPISODES	3
OTHER	0
TOTAL	45

Health and Safety Indicators*

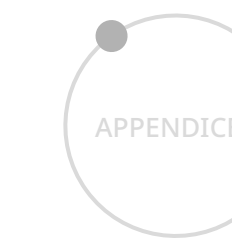
	2023	2022
NUMBER OF WORK HOURS	5,237,235	5,954,400
NUMBER OF DEATHS DUE TO WORKPLACE ACCIDENTS	0	0
FATAL ACCIDENT RATE (FR)	0%	0%
HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING FATALITIES)	0	2
HIGH CONSEQUENCE INJURY RATE (HCIR)	0	0,07
NUMBER OF RECORDABLE WORK-RELATED INJURIES	45	60
TOTAL RECORDABLE INJURY RATE (TRIR)	1.7	2.02
NUMBER OF LOST-TIME INJURIES (≥3 DAYS LOST)	38	55
LOST-TIME INJURY RATE (LTIR)**	1.45	1.85
COMPANY ABSENCE RATE (AR)**	0%	0.06%
DAYS OF ABSENCE DUE TO WORK-RELATED ACCIDENTS/ INJURIES	404	1,193

Note: All percentages are calculated based on 200,000 hours of work.

*The rates refer to the company's employees.

**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.

In 2023, the Group reduced the number of recorded work-related injuries by 25% compared to the previous year.



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.

GRI 401-2 | GRI 401-3 | GRI 403-6



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 life insurance covering 24% of all employees in 2023.



Christmas presents for the children of employees.



Additional insurance plan covering medical and hospital treatment for 24% of total employees in 2023.



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



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



Public transport cards.



Parental leaves, as laid down by law.



Group insurance coverage.

In 2023,
13 women and 1 man
used their
parental leave.

In our effort to ensure the well-being of our employees, in 2023 we took a series of initiatives that promote not only the safety of our employees, but also their physical, psychological, and social well-being.

Initially, we signed the Corporate Labor Agreement on May 1, 2023, valid until December 31, 2024. As of July 1, 2023, all employees of Olympic Catering joined the Group's Healthcare Insurance Program. To further promote mental health, we collaborated with Pulso, a specialized company that offers counseling and psychosocial support services to our employees and their family members. In 2023, we also introduced an additional counseling program by a psychologist for our executives.

In addition, we provide programs for the children of our employees in collaboration with Morphoses, focusing on developing academic, professional, and social skills. We also partnered with Orientum to offer career orientation programs for high school and junior high students, helping them explore their interests and plan their individual development paths.

A key highlight for us this year was the recognition and reward of our employees' overall performance and contribution. This recognition took the form of a one-time €200 bonus for all employees, across the Group, in August 2023.

Finally, during the summer months, from Friday, July 14, to Thursday, August 31, we celebrated summer by giving our employees the opportunity to leave work at 2:00 PM every Friday. During those "early Fridays", the canteen was offering coffee, drinks and food for everyone, free of charge.



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 2023, 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.

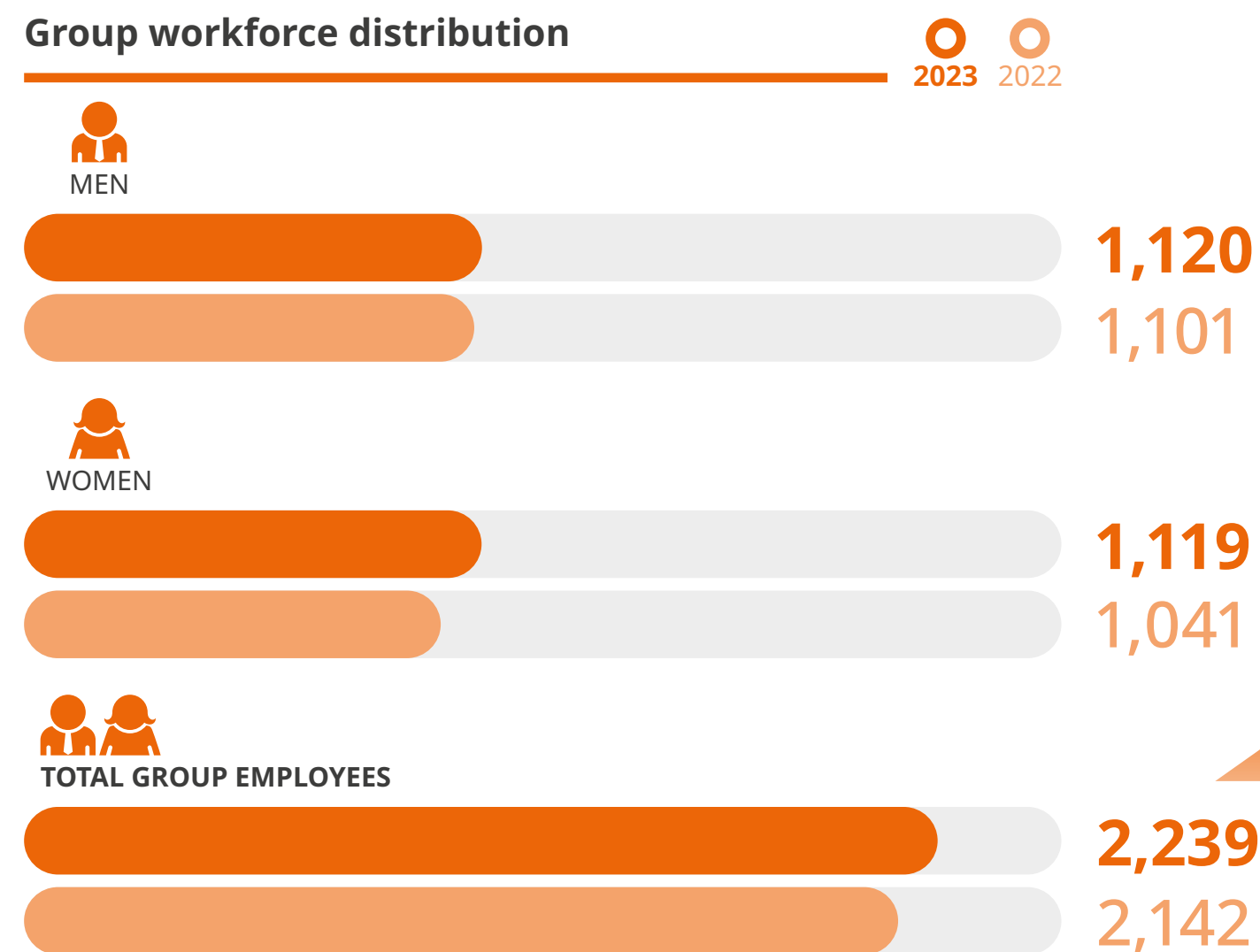


Human resources information

The Group's human resources are vital for the operation of our business. Our Group places great emphasis on the quality and performance of its human capital. At the same time, we monitor various aspects of our workforce, including recruitment, training, performance evaluation, and employee development. Additionally, the Group relies on trends and practices related to human resources management, as well as on the strategies implemented to highlight and leverage human capital as a key competitive advantage.

In 2023, 62% of our employees (1,383 people) worked in Attica, while the remaining 38% (856 people) worked in other regions of Greece.

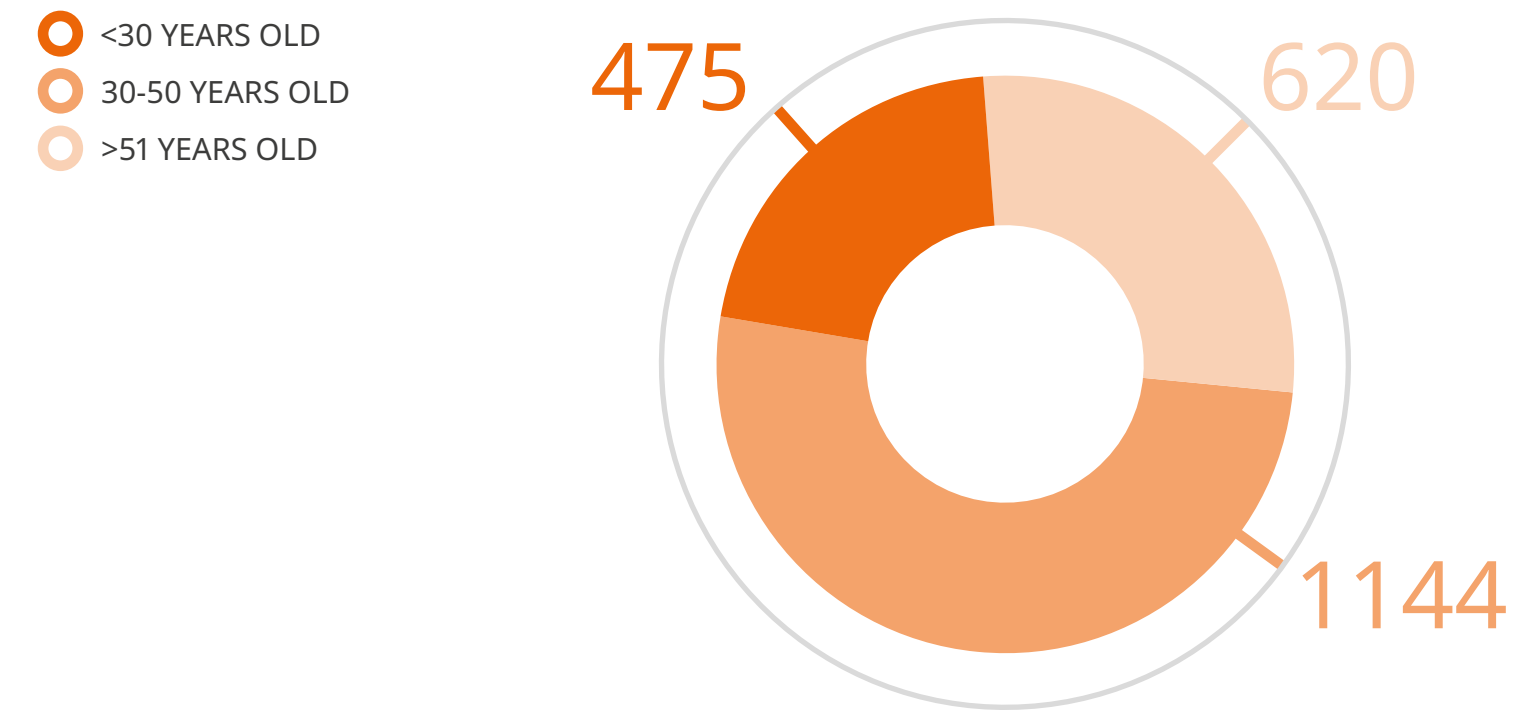
Group workforce distribution



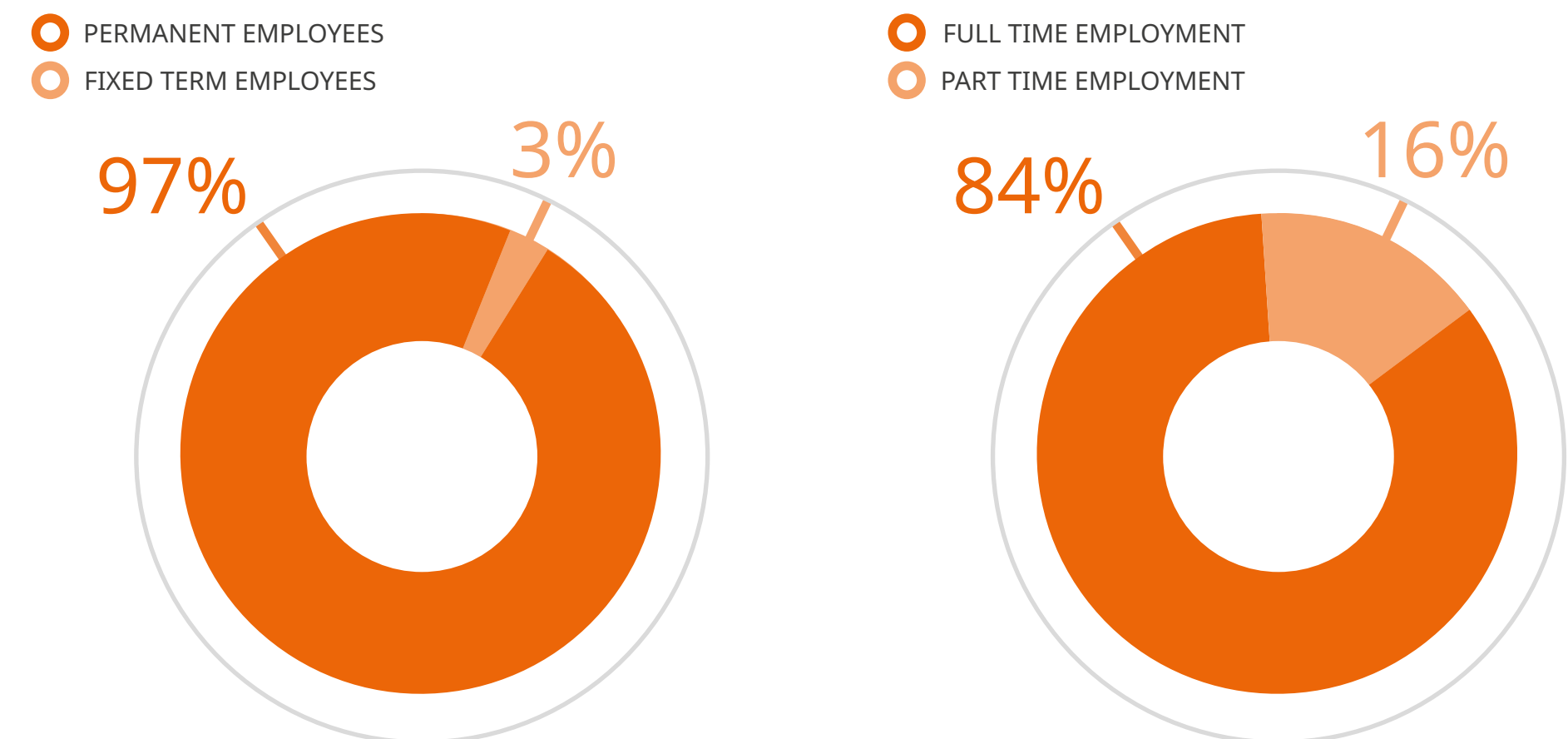
In 2023, a total of **2,239** employees, were employed by the Group, with women accounting for 50%, at nearly the same levels as in 2022.

4.5%

Group workforce age distribution



Workforce distribution per and type of employment contract and work



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

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

	<30	30-50	>50
MEN	0	2	5
WOMEN	0	0	1
TOTAL	0	2	6

In 2023, the Group recorded 1,297 new hires, with women accounting for 671 of them, while there were 549 departures. It is worth noting that there was a **6% increase** in the recruitment of women, compared to last year.

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

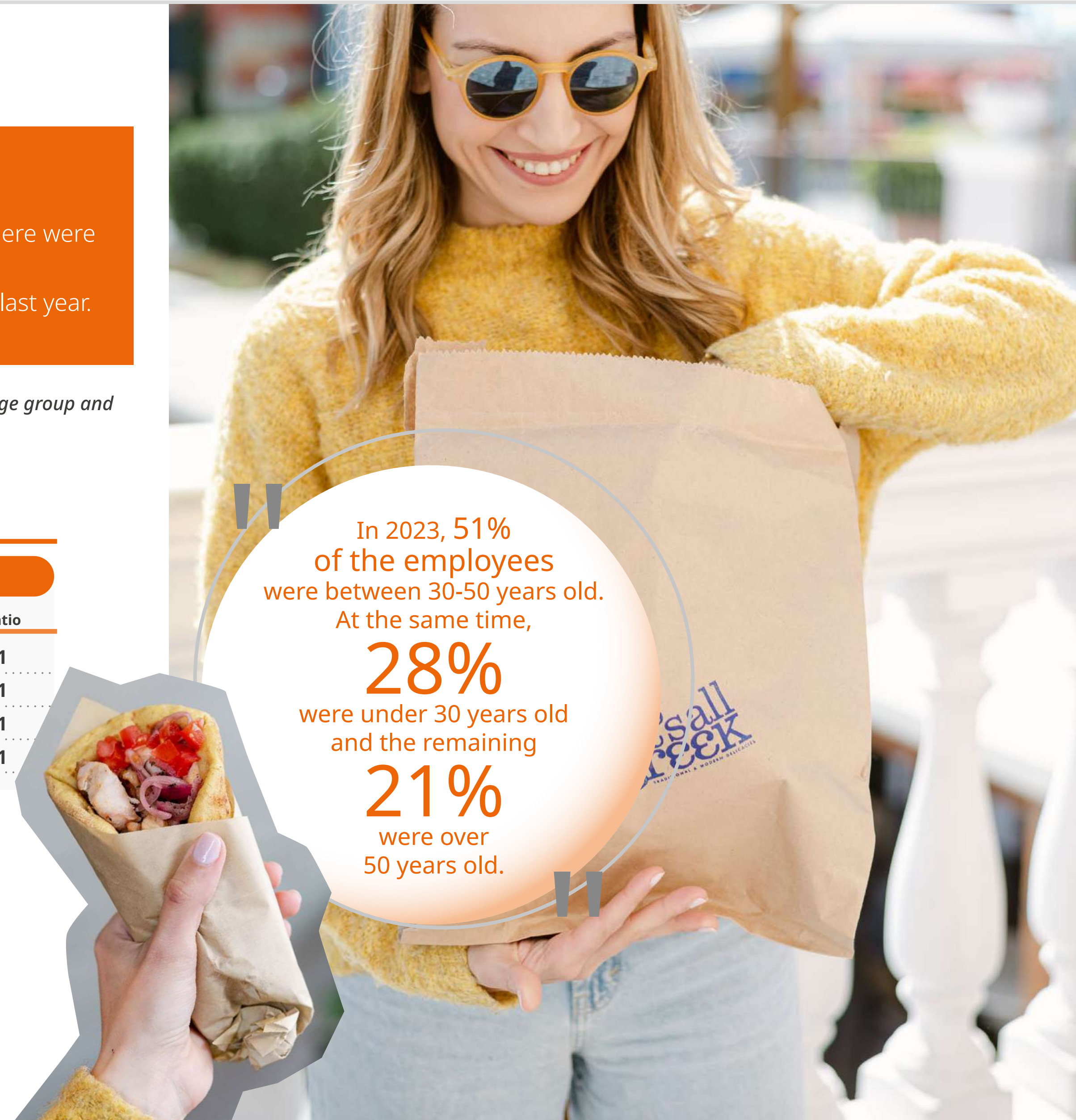
	Men	Women	Total
GENERAL DIRECTORS	6	5	11
DIRECTORS/ HEADS OF DEPARTMENTS	77	26	103
ADMINISTRATIVE OFFICERS	67	87	154
OTHER EMPLOYEES, SUPERVISORS AND LABOR STAFF	970	1001	1,971

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

Ratio of basic salary and earnings of women to men

POSITION/ HIERARCHY LEVEL	SALARY		
	Men	Women	Ratio
DIRECTORS	9.891	7.437	1
HEADS OF DEPARTMENTS	2.745	2.264	1
ADMINISTRATIVE OFFICERS	1.672	1.442	1
SUPERVISORS AND LABOR STAFF	993	959	1

In 2023, 51% of the employees were between 30-50 years old. At the same time, **28%** were under 30 years old and the remaining **21%** were over 50 years old.



GRI 2-23 | GRI 2-24 | GRI 406-1 | GRI 412-2



GRI 2-30



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.

In 2023, the number of employees covered by collective bargaining agreements was **2,057 (8%)**, while 1,932 employees, or **92%**, were covered by the National General Collective Labor Agreement (EGSSE).

In 2023, no incident related to human rights violations, discriminations, unfair treatment of employees or forced or child labor was reported.

GRI 404-1 GRI 404-2 GRI 404-3

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

	2023			2022		
	Men	Women	Total	Men	Women	Total
DIRECTORS	214	81	295	121	90	211
HEADS OF DEPARTMENTS	142	151	293	261	238	499
EMPLOYEES	63	59	122	78	290	368
FOREMEN AND LABOR STAFF	1,717	1,660	3,377	1,461	1,557	3,018
TOTAL	2,136	1,951	4,087	1,921	2,175	4,096

Total training hours

	2023			2022		
	Men	Women	Total	Men	Women	Total
DIRECTORS	3,065	2,130	5,195	3,627	2,666	6,293
HEADS OF DEPARTMENTS	2,548	3,047	5,595	6,546	5,954	12,500
EMPLOYEES	1,126	898	2,024	1,807	6,581	8,388
FOREMEN AND LABOR STAFF	23,730	27,852	51,582	23,182	22,366	45,548
TOTAL	30,469	33,927	64,396	35,162	37,567	72,729



The majority of the training hours for 2023 were dedicated to quality management and store operations issues, totaling 53,022 hours. Additionally, during the reporting year, total employee participation reached 10,228, with a total of 64,396 training hours recorded.

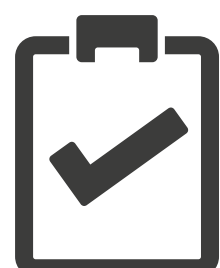
Average of training hours

	2023		
	Men	Women	Total
DIRECTORS	510.83	426.00	472.27
HEADS OF DEPARTMENTS	33.09	117.19	54.32
EMPLOYEES	16.81	10.32	13.14
FOREMEN AND LABOR STAFF	24.46	27.82	26.17
TOTAL AVERAGE	27	30	29

Employee upskilling programs

SUBJECT	NUMBER OF PARTICIPANTS	TOTAL TRAINING HOURS
	2023	
ESG	18	311
QUALITY MANAGEMENT/ STORE OPERATION	8,438	53,022
ADMINISTRATIVE SKILLS	616	5,281
PRODUCTION/ TECHNICAL SUPPORT/ SAFETY & HEALTH	581	2,635
SALES/ CUSTOMER SERVICE	575	3,147



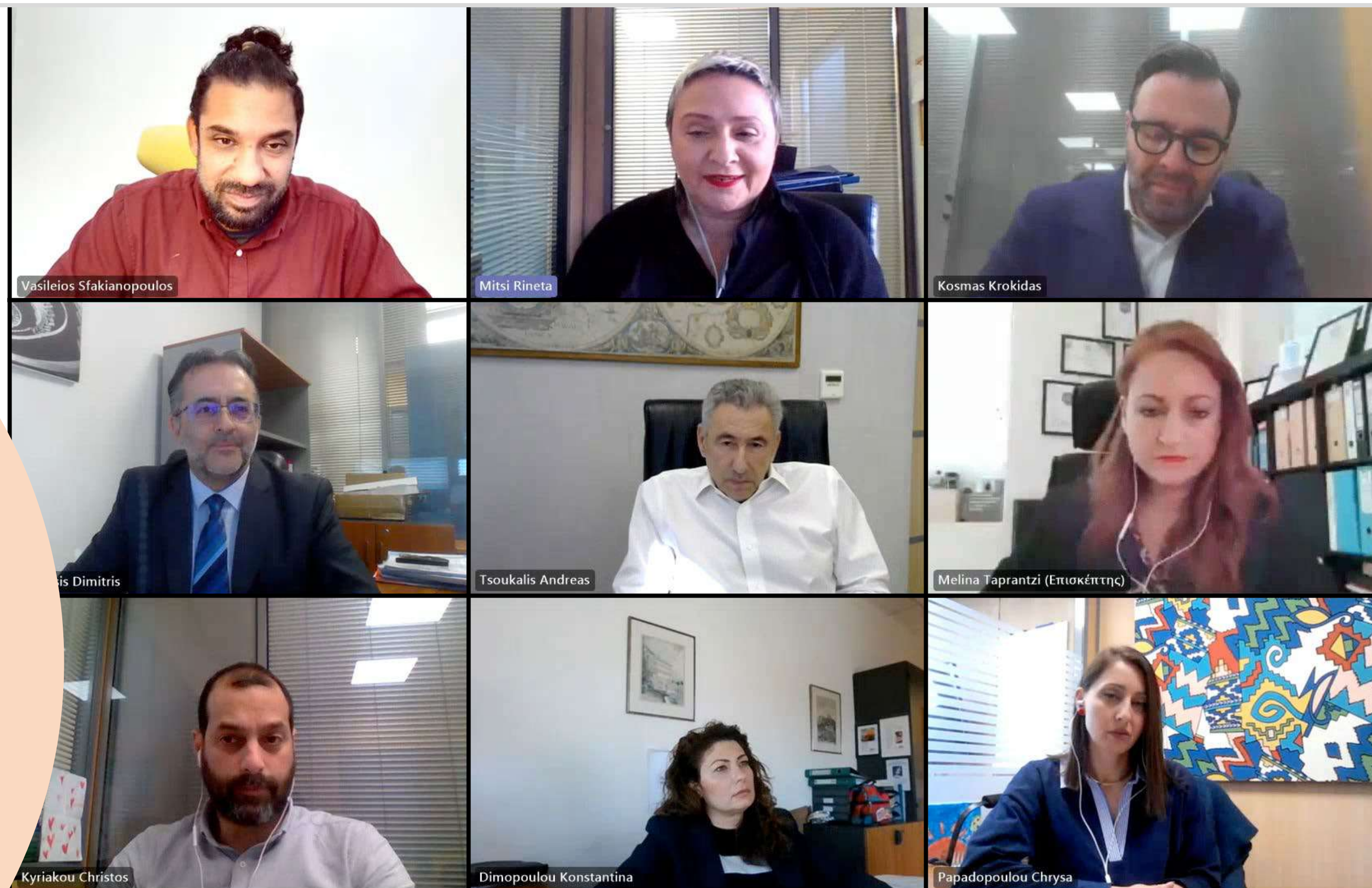


CASE STUDY

In collaboration with the non-profit organization Wise Greece, the Group launched the innovative "SDGs Coffee Breaks" program, 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 "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!**



During 2023, a total of 9 online Coffee Breaks were organized, with a total of 742 participants and a few hundred views on YouTube.

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.



Number of employees receiving regular performance and career development reviews

	Men	Women	Total
DIRECTORS	4	5	9
DEPARTMENT HEADS	73	22	95
STAFF	62	74	136
OPERATIONAL AND LABOR PERSONNEL	698	801	1,499
TOTAL	837	902	1,739

“ In 2023, there was a **13%** increase in the number of employees evaluated for their performance compared to 2022. ”



Group ESG Highlights



4.5% increase in employees compared to the previous year.



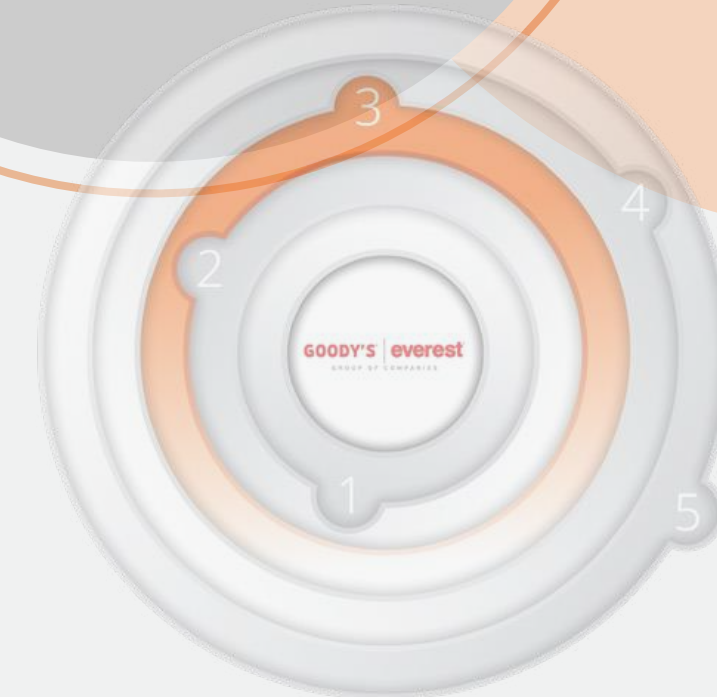
25% reduction in recordable work-related injuries compared to the previous year.



97% of our workforce hold indefinite contracts or permanent positions.

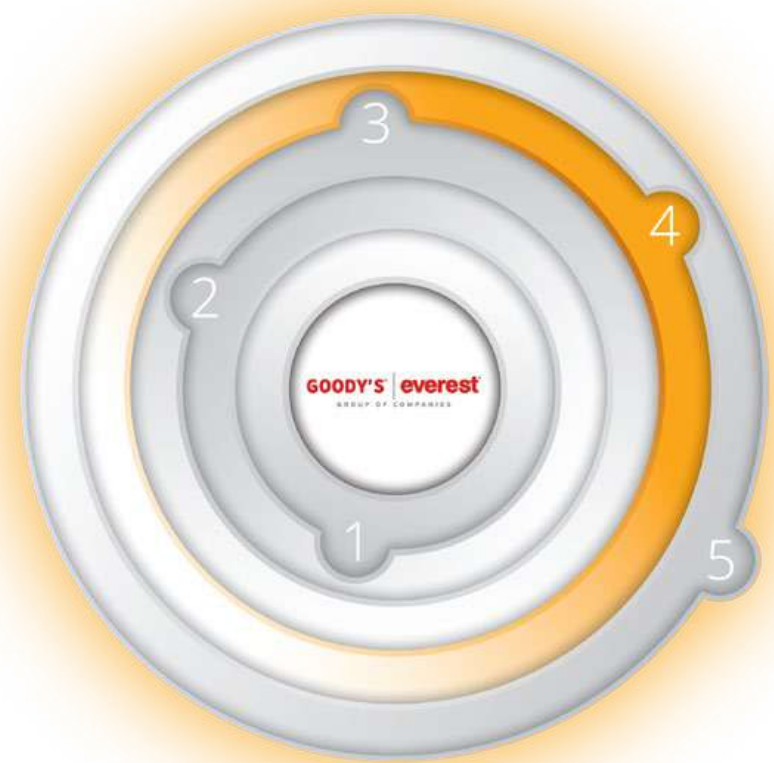


50% of the Group's workforce are women.



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:

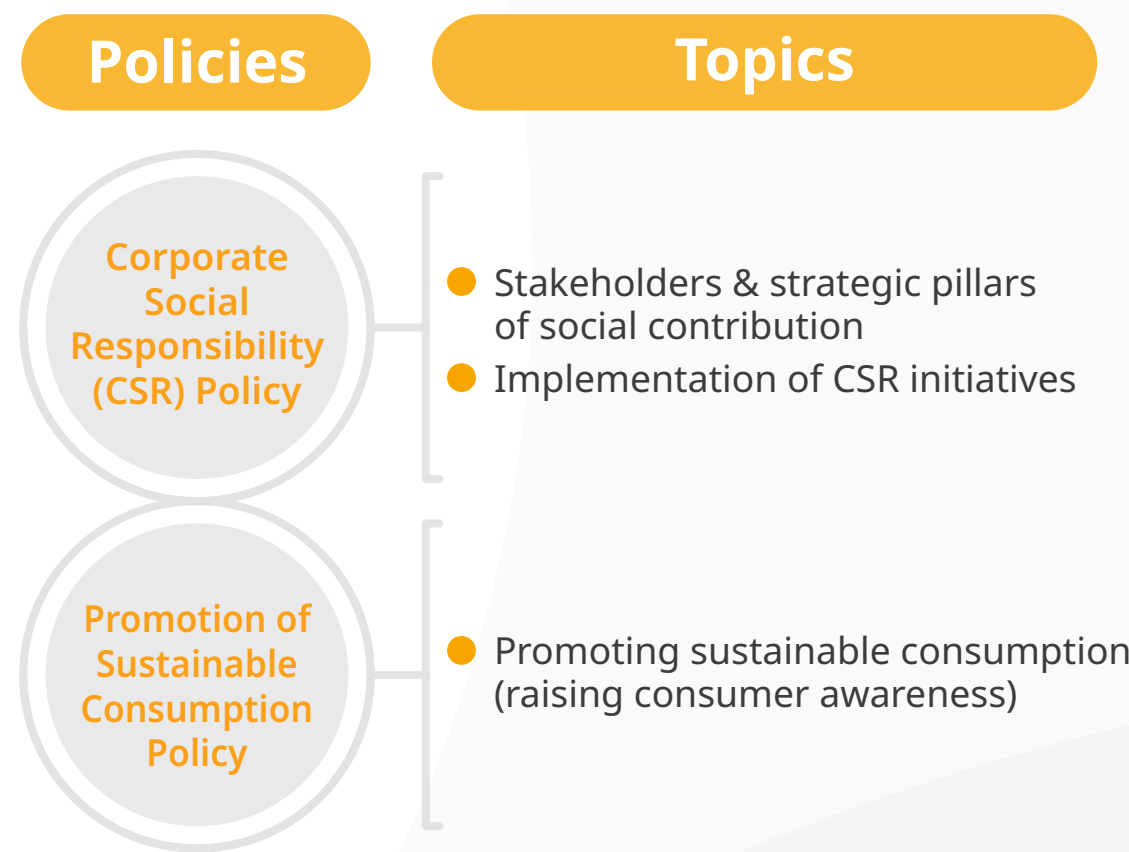


Alignment with the Principles of the UN Global Compact



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.



Strategic pillars of the Group's and its brands social contribution

<p>1</p>	<p>2</p>	<p>3</p>
<p>Support of susceptible social groups.</p>	<p>Support of children and young people, enabling access to education, proper nutrition and medical care.</p>	<p>Support of youth entrepreneurship.</p>

GRI 201-1 GRI 203-2



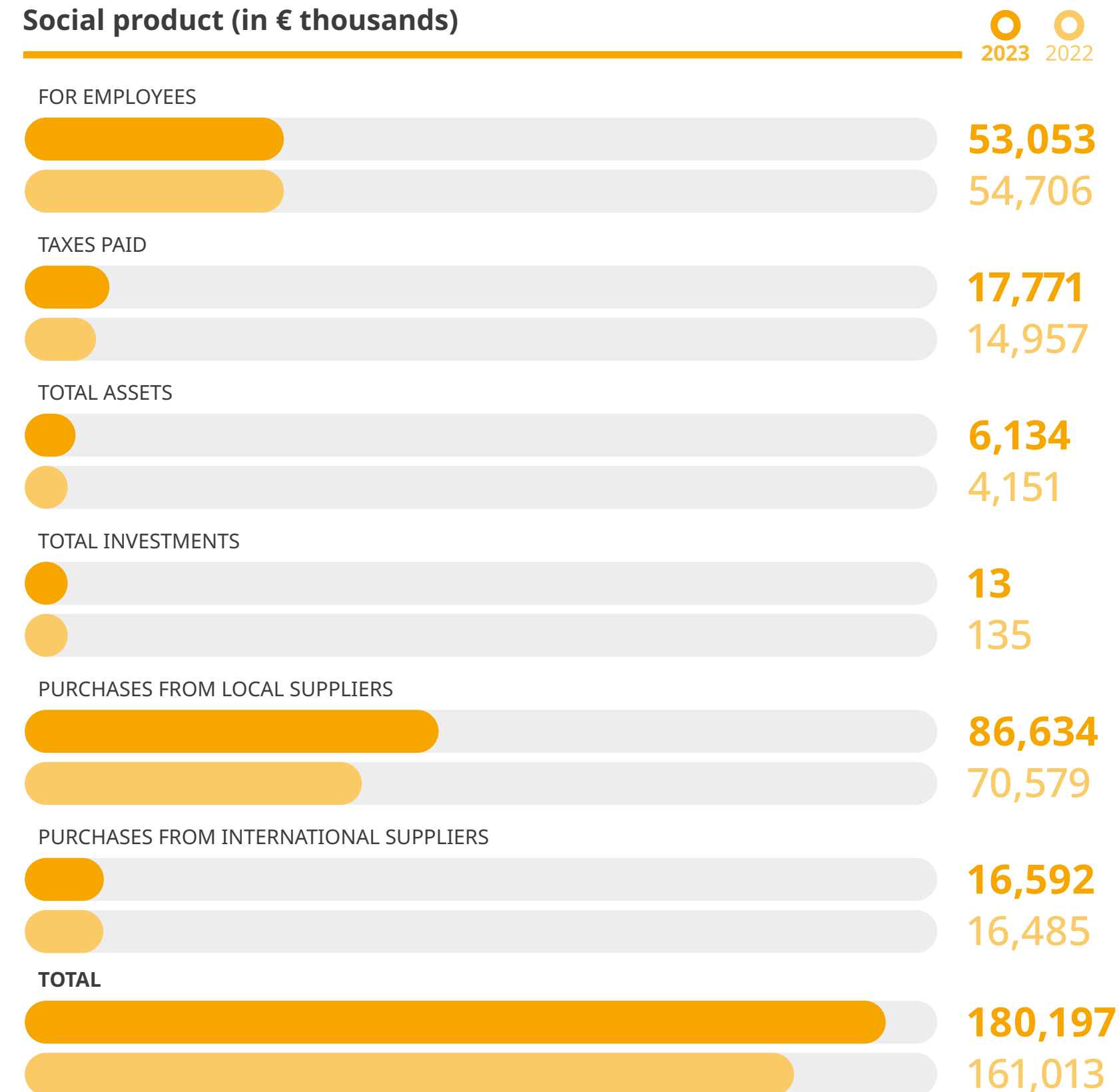
Social Product

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)



GRI 413-1 | GRI 413-2



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 2023, the company launched its "ArGOODaki" program for the 22nd 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 NGO Library4all, ArGOODaki supported efforts to promote reading and equitable access to education and culture for children and young people. Through the initiative, a large number of new books was donated to school libraries all around Greece.





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

In 2023, 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.

Additionally, during the Christmas season, **everest** collaborated with **Wise Greece**, donating to the organization €0.01 from each coffee sold. The funds were used to purchase food supplies, which were then distributed to 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.

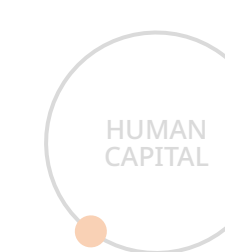


In 2023, **Flocafé Espresso Room** joined the national campaign for **Giving Tuesday**, an initiative by **DESMOS** for World Giving Day, donating €0.50 from every coffee sold to support charity work.



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.





Support for Susceptible Social Groups

DISCOUNT FOR THE UNEMPLOYED

For the fourteenth consecutive year, our Group is offering practical support to the unemployed with a 10% discount every time they visit our stores. This discount falls under our initiative to offer special prices for unemployment card holders.

Employee volunteerism

BLOOD DONATIONS

In 2023, in collaboration with the Nikaia Hospital, we organized three (3) blood drives with 81 volunteer donors.

VOLUNTEER ACTIVITIES

In 2023 we organized two (2) volunteer activities for our employees.

The first one involved the cleaning of the beach of the Peace and Friendship Stadium in collaboration with the volunteer organization **"Plastic Pollution Prevention"** with the participation of 30 volunteers, collecting 18 large bags of waste.



The **GOODY'S | everest** team proudly took part in No Finish Line Athens 2023, the largest charity race in Greece dedicated to "Together for Childre". Our team of 26 participants completed 265 kilometers and was placed 10th in its category. Additionally, our team participated in the impactful **Race for the Cure** with a total of 54 participants.



BASKETAKI AMATEUR CHAMPIONSHIP

For the ninth year in a row, our Group's team **"Golden Steak Warriors"**, with the support of **Goody's Burger House**, competed and excelled in the basketball championship.

In 2023, we recorded over **750** hours and **190** employee participations in volunteer activities, along with more than 35 hours of mentoring through the Impact Hub incubator.



Investing in the new generation and entrepreneurship

In 2023, the Group through its brands supported **45 actions** and events attended by more than 7,800 people.



NASA SPACE UP CHALLENGE ATHENS

The primary purpose of Greek New Space Society (GrNSS) is research, fostering knowledge and methods for its dissemination, as well as promoting technological advancements in the field of NewSpace within Greece at both the academic and educational level. In collaboration with NASA, GrNSS organizes the NASA Space Apps Challenge, the largest hackathon worldwide, held across more than 320 locations globally. Winners of the local hackathon competitions advance to the global round, competing for a visit to NASA facilities, where they will attend a rocket launch and receive specialized support for the implementation of their ideas. The hackathon took place in Athens and Thessaloniki.



EUROPEAN YOUTH PARLIAMENT GREECE

The 46th National Selection Conference was held in Thessaloniki, bringing together 120 students from Northern Greece, as well as 70 volunteers from across Europe.



ESTIEM - UNIVERSITY OF PIRAEUS

ESTIEM, the student organization connecting European students who combine technological expertise with management skills, organized a series of Lean Six Sigma seminars hosted by the University of Piraeus.



ERASMUS STUDENT NETWORK - THESSALONIKI STUDENT NETWORK

National Training Event 2023. This initiative aimed to train volunteers and representatives of Erasmus student networks from higher educational institutions in Central and Western Macedonia, Epirus, Thrace, and Thessaly.





EESTEC XANTHI STUDENT NETWORK

EESTEC is a European student group created by electrical engineering students, and it is addressed to the entire student community. The Soft Skills Academy is a free event, open to all students.



WEFOR THE WEFORTECH SYNOPSIS

WeFor is a group of young and active individuals whose purpose is to bring the problems of our times to the forefront and encourage young people to become part of the solution. The main theme of WeForTech is technology and its effects on society.



ARISTOTLE UNIVERSITY RACING TEAM ELECTRIC & DRIVERLESS

Aristurtle is a research student team that designs and builds both electric racing car prototypes and autonomous (driverless) vehicles.

In 2016, Aristurtle built the first electric racing car prototype in Northern Greece. Each year, the team designs and constructs a racing car prototype that competes in a series of international Formula Student competitions against top universities from abroad.



THINKBIZ - ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS (AUEB)

PlanBiz is a conference where approximately 120 people aged 18 to 22 participated. They had the opportunity to fully explore the five (5) most important departments of a company (Finance, Human Resources, IT, Marketing, and Sales).



CLIMATHON

A competition of innovative ideas aimed at raising awareness among citizens about sustainable water management and climate change.



TEDxAUEB - ATHENS UNIVERSITY OF ECONOMICS AND BUSINESS

TEDxAUEB, under the theme "PANGEA," was an inspiring experience that engaged and informed more than 1,200 attendees, through talks from 13 distinguished speakers sharing their groundbreaking ideas on unity and collaboration.





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 2023 the Group offered a total of 4,810 portions to charitable organisations.

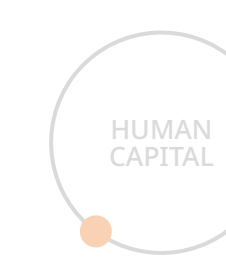
At **GOODY'S | everest Group** we recognize the challenge faced by the global foodservice industry in terms of avoiding food waste, and we adopt practices that actively contribute towards this goal.

"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 June 2023 [https://- food.ec.europa.eu/safety/food-waste_en](https://food.ec.europa.eu/safety/food-waste_en)



HAROKOPIO UNIVERSITY



CASE STUDY

In 2023, 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.



Group ESG Highlights



In 2023, through its brands the Group supported 45 activities and events attended by more than 7,800 people.

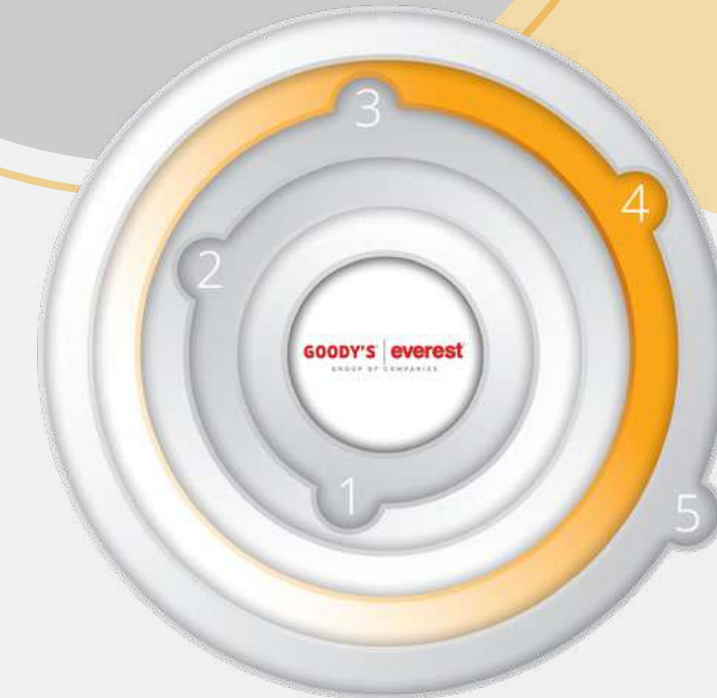


New collaborations of our brands with civil society.

12% increase of the social product in 2023 compared to the previous year.



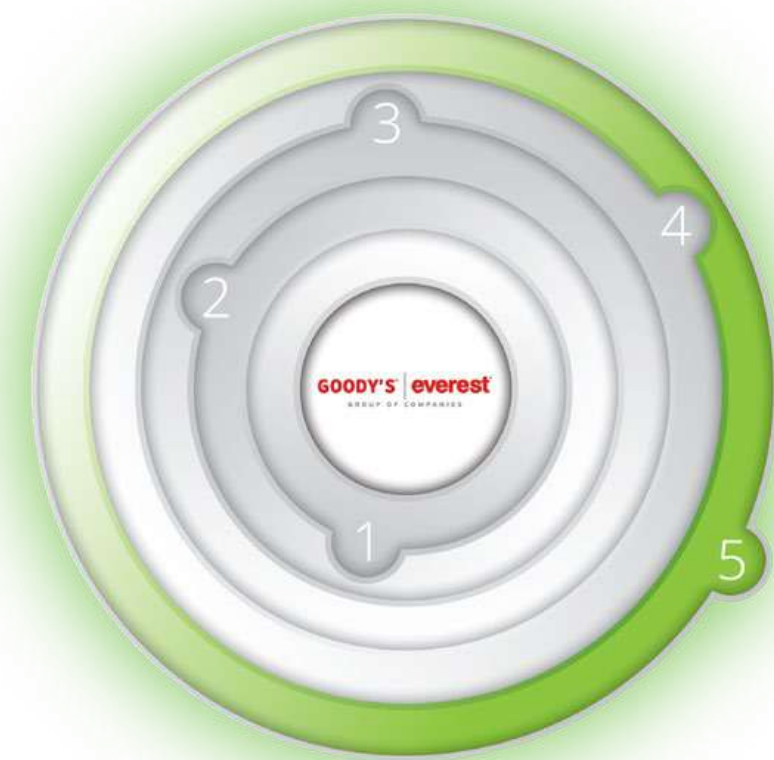
750 hours and 190 employee participations in volunteer activities.



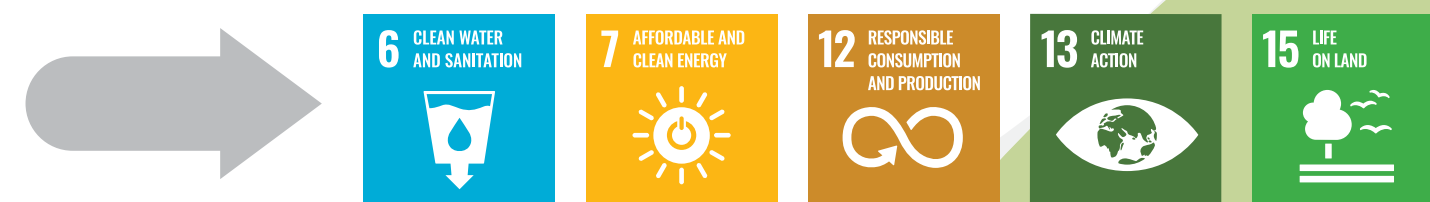
5

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:



Alignment with the Principles of the UN Global Compact

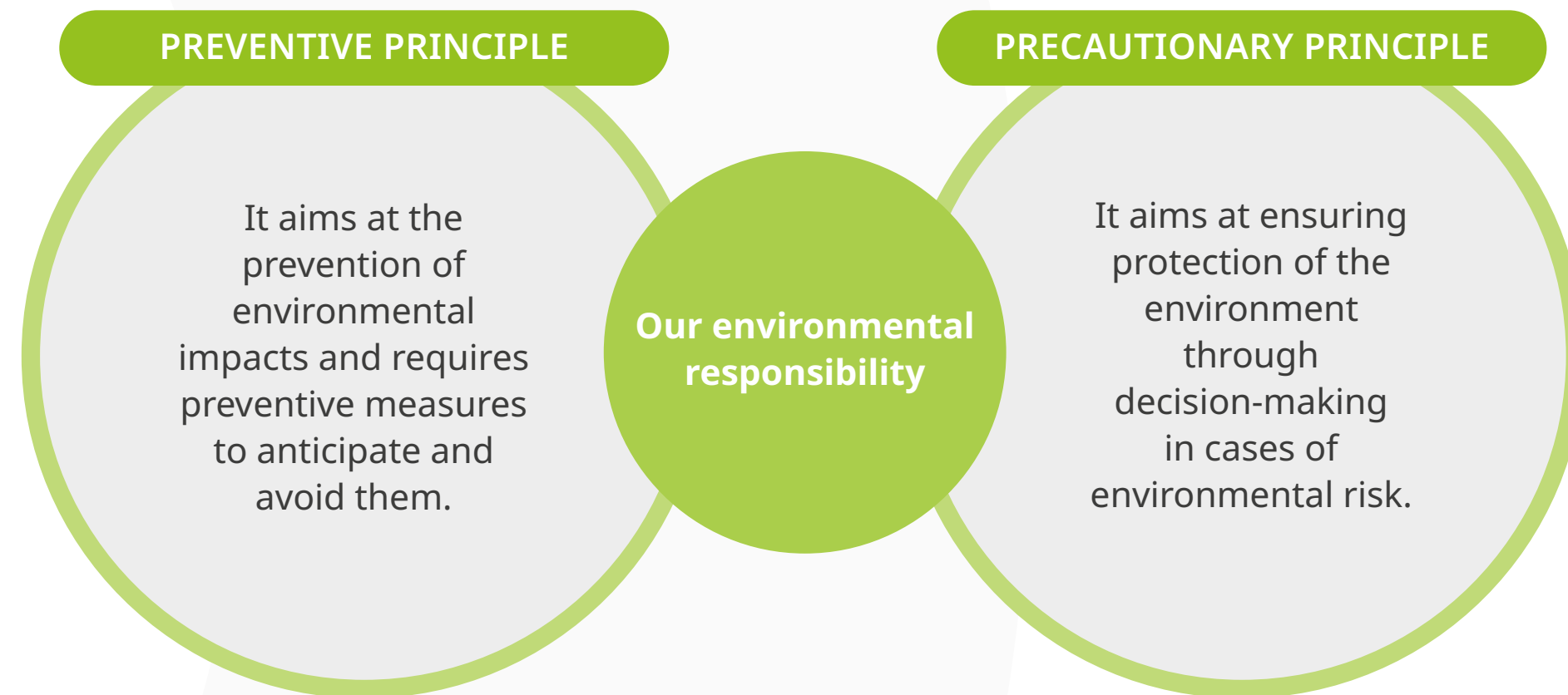


GRI 2-27

We recognize that taking systematic measures to mitigate the environmental impacts of our activities is a prerequisite for ensuring our long-term growth. For this reason, our concern for the environment is a key pillar of 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 and committing to the **Science Based Targets initiative (SBTi)**.

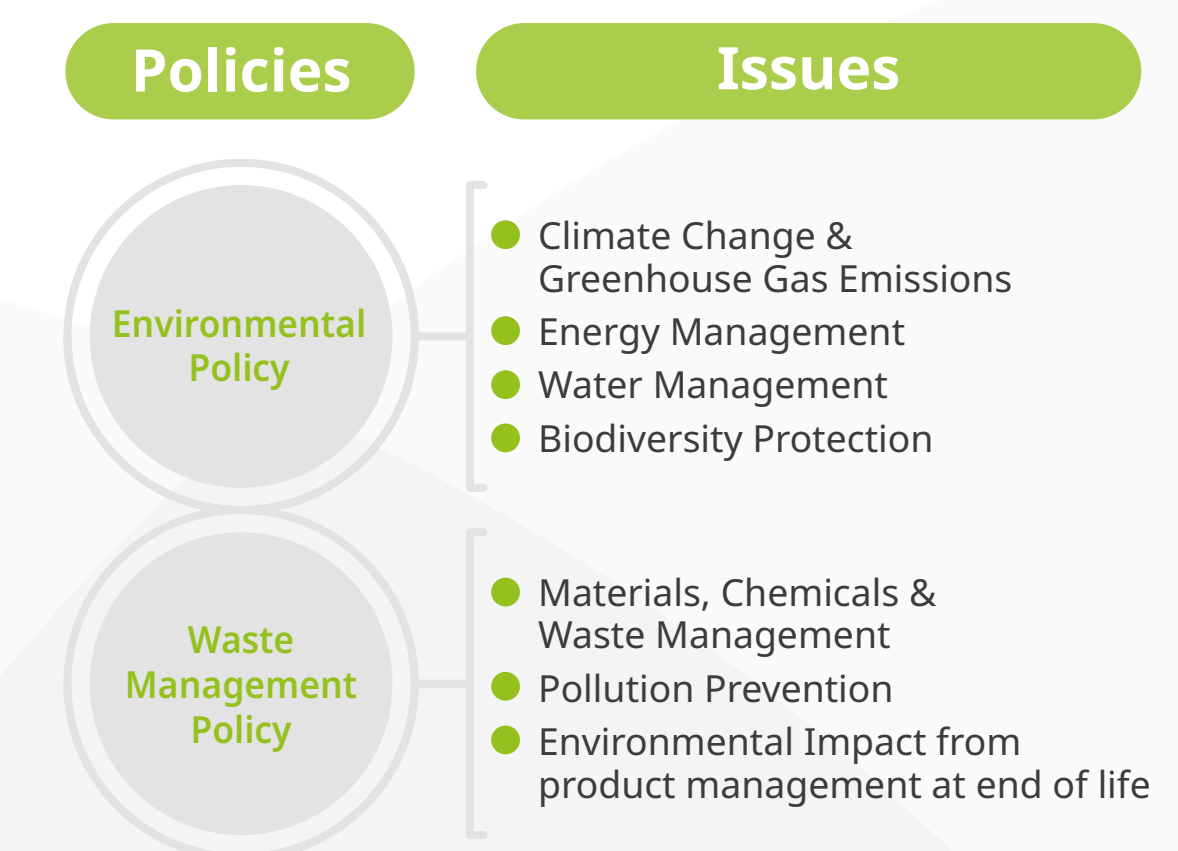
Our philosophy around the management of environmental issues is in line with the Preventive Principle and the Precautionary Principle.



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 2023, 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.



GRI 304-2

Our response on Biodiversity

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.

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



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.



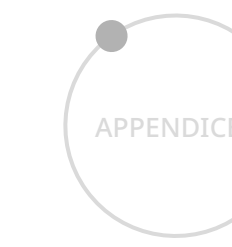
GRI 302-1 GRI 302-3 GRI 305-1
 GRI 305-2 GRI 305-3 GRI 305-4
 GRI 305-5 GRI 305-7



Our environmental responsibility: tackling climate change and energy management

Our concern for the protection of the planet extends throughout our supply chain, recognizing the severe impacts of climate change on society and future generations, as well as on the sustainability of our Organization.

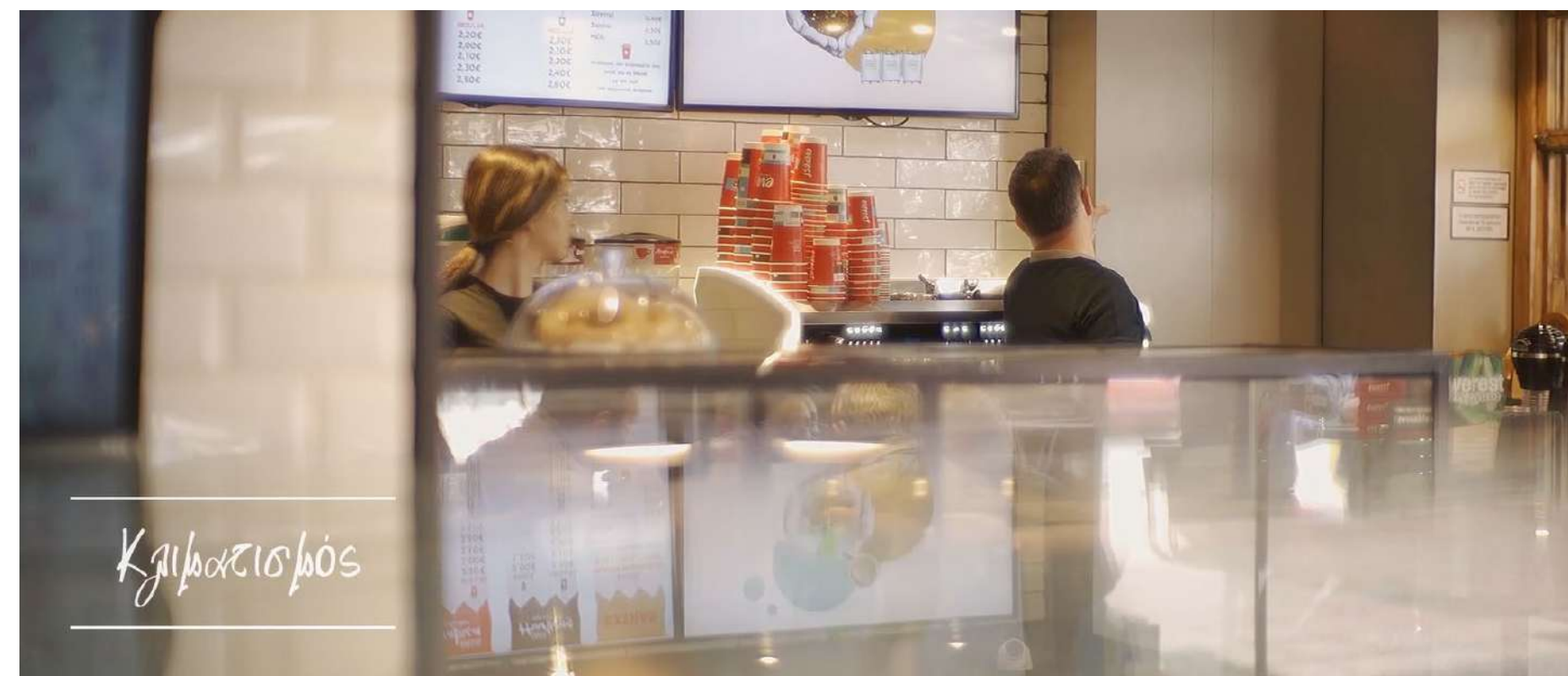




Minimizing environmental impacts and achieving Net Zero

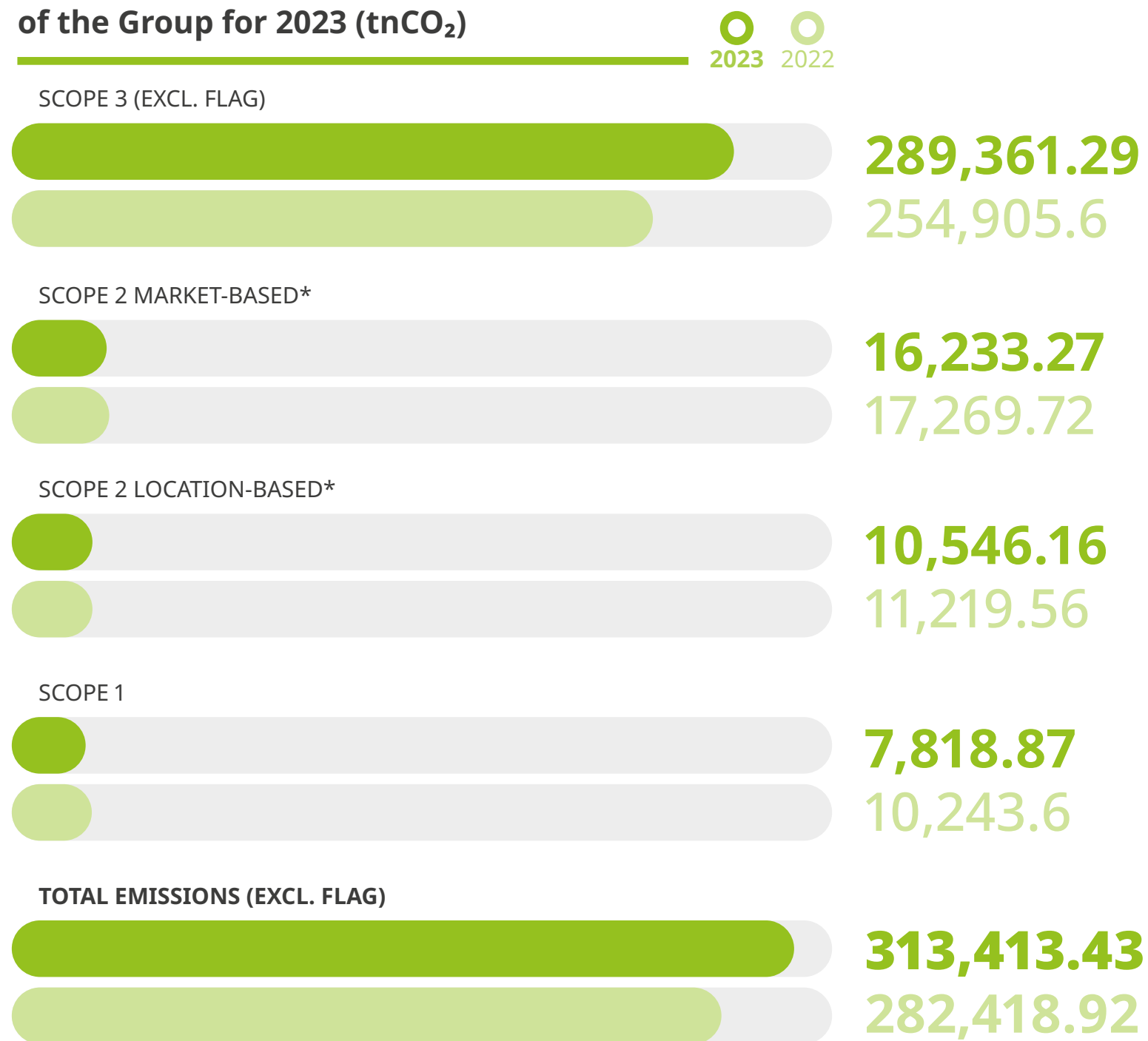
Actions to save energy and reduce greenhouse gas emissions:

- Replacement of air conditioning units with more efficient inverter models.
- Recovery system to reduce natural gas consumption.
- Replacement of elevators.
- Replacement of inverter type refrigeration.
- Automatic ventilation of cooling network system.
- Gradual introduction of electric vehicles (e.g. Olympic Catering aircraft service vans).
- Creation of audiovisual material for employee training, about energy saving.
- Acquisition of an electric van for airport facilities.

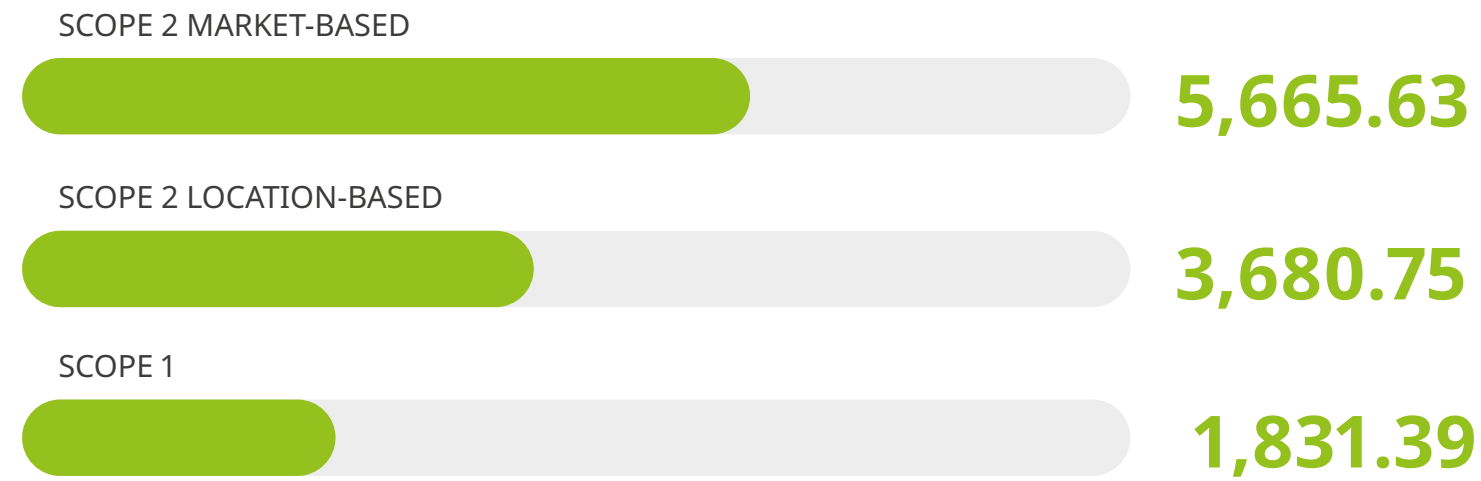


In 2023, we calculated our carbon footprint for Scope 1, Scope 2 and Scope 3 emissions.

Total carbon footprint of the Group for 2023 (tnCO₂)



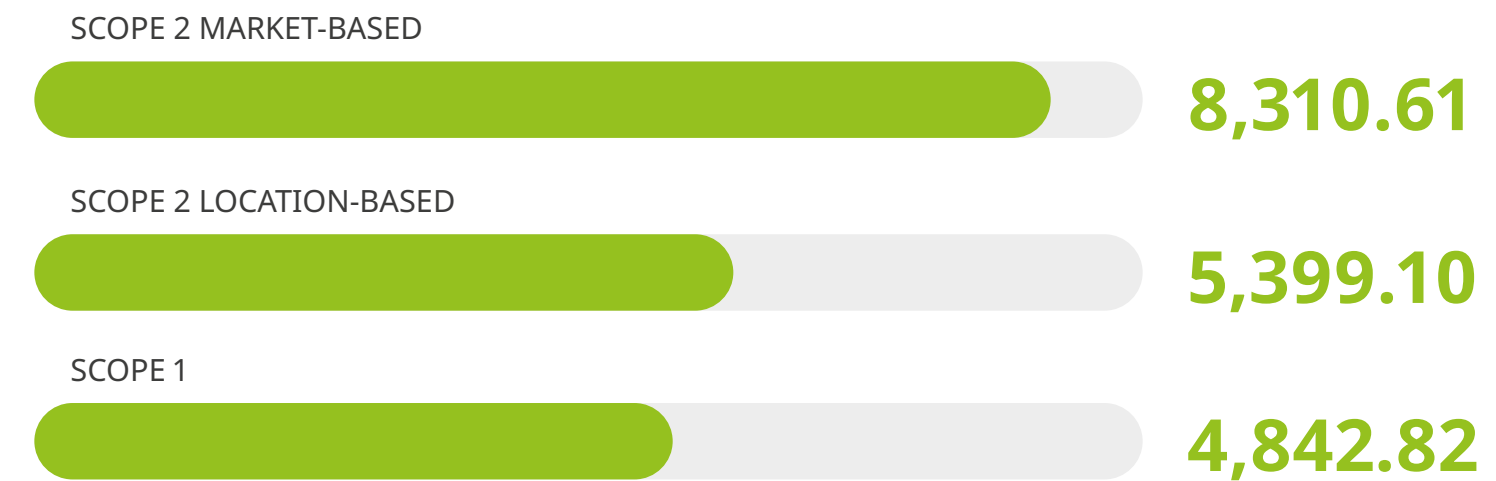
Carbon footprint of Hellenic Catering for 2023 (tnCO₂)***



Carbon footprint of Olympic Catering for 2023 (tnCO₂)**



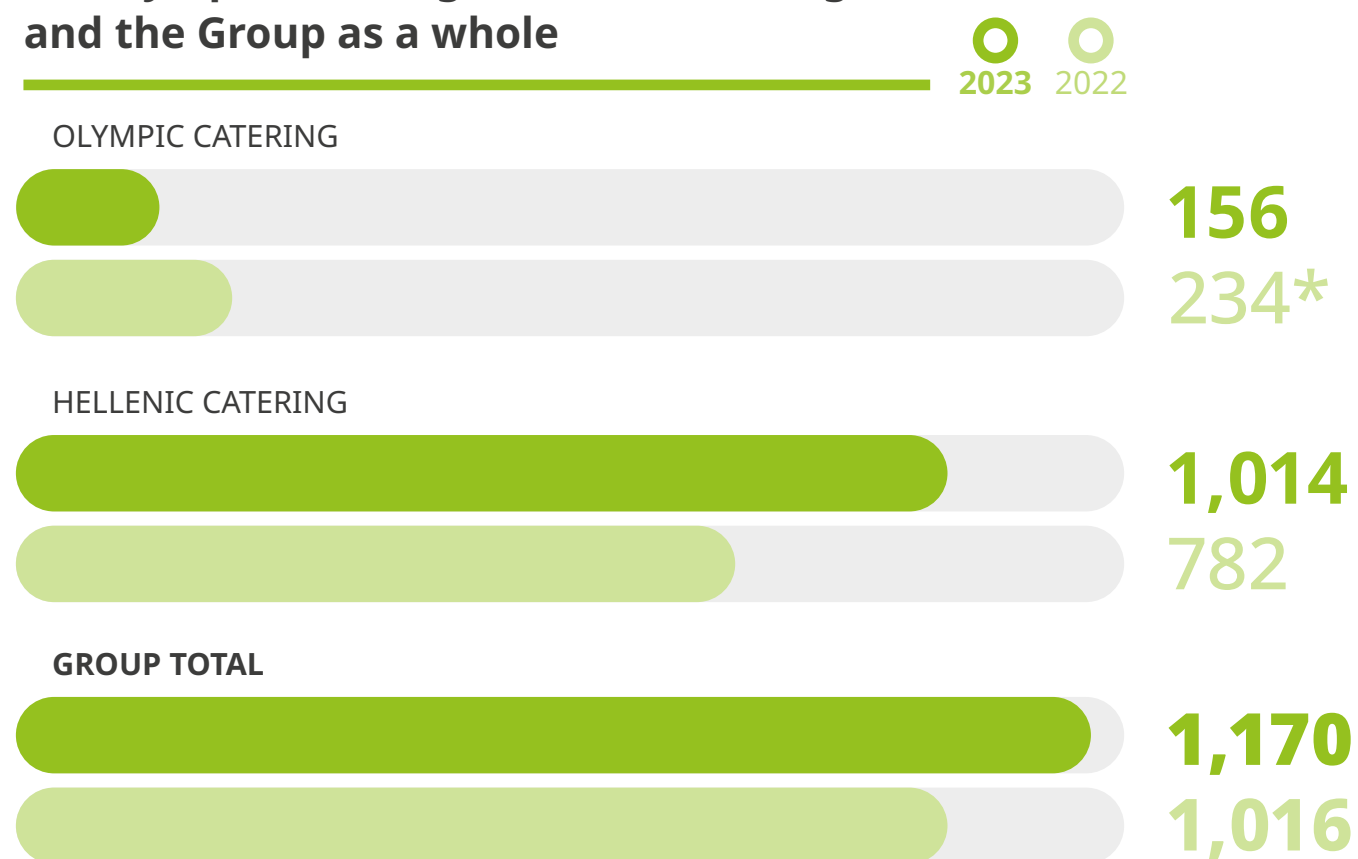
Carbon footprint of stores Catering for 2023 (tnCO₂)



* The Scope 2 market-based and location-based values differ from those published in the 2022 report due to their recalculation.
 ** In 2023, Olympic Catering implemented measures to reduce consumption, including natural gas savings, which, combined with favorable weather conditions, led to a decrease in Scope 1 emissions.
 *** In 2023, Hellenic Catering experienced increased production and expanded distribution, resulting in a rise in Scope 1 emissions.

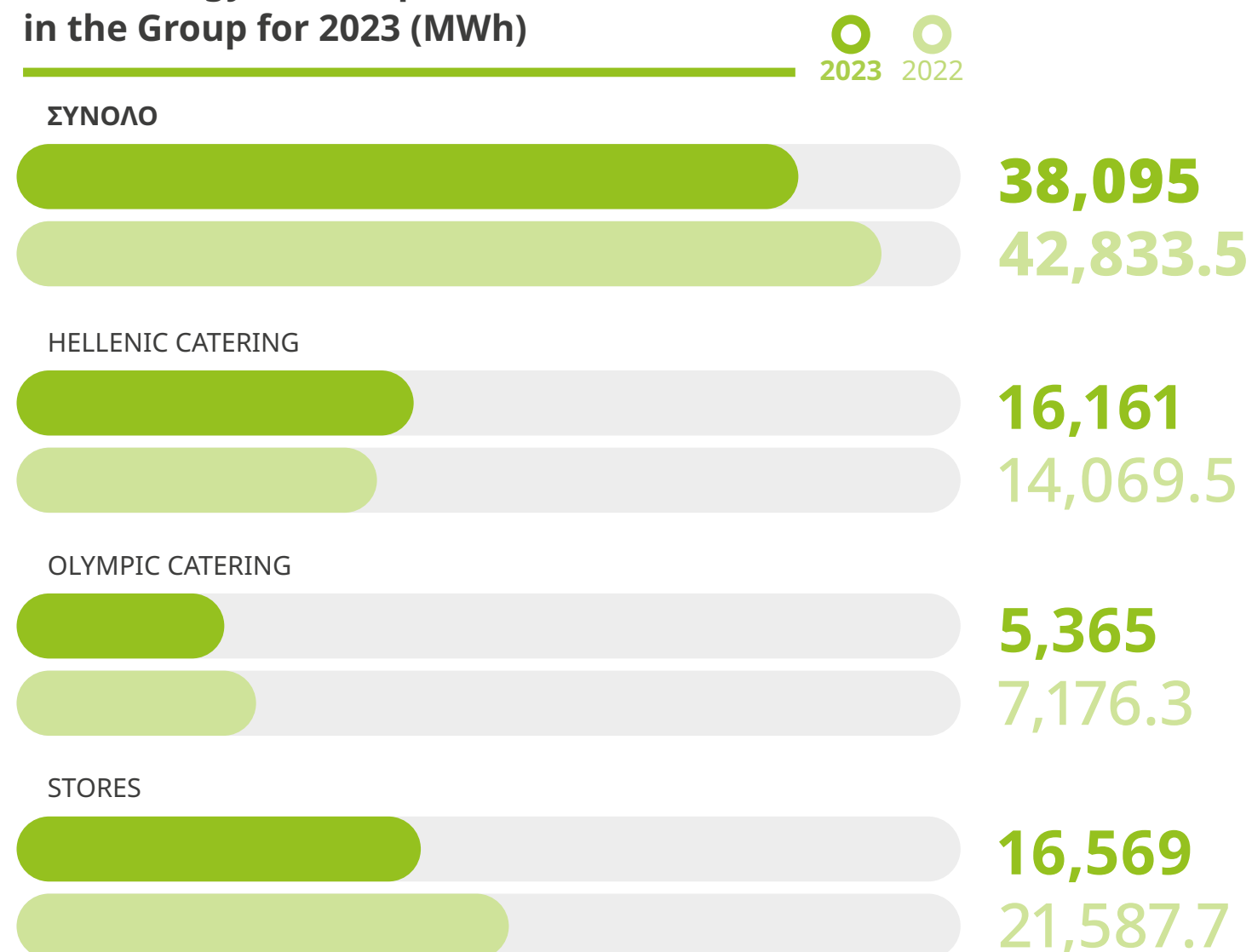
The Group's nitrogen dioxide (NOx) emissions for 2023 reached a total of 1,170 tons, up by 15.16%, compared to 2022. Specifically, Hellenic Catering produced 1,014 tons of nitrogen dioxide, and Olympic Catering 156 tons, increased by 29.67% and reduced by 33.33% respectively, compared to 2022.

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

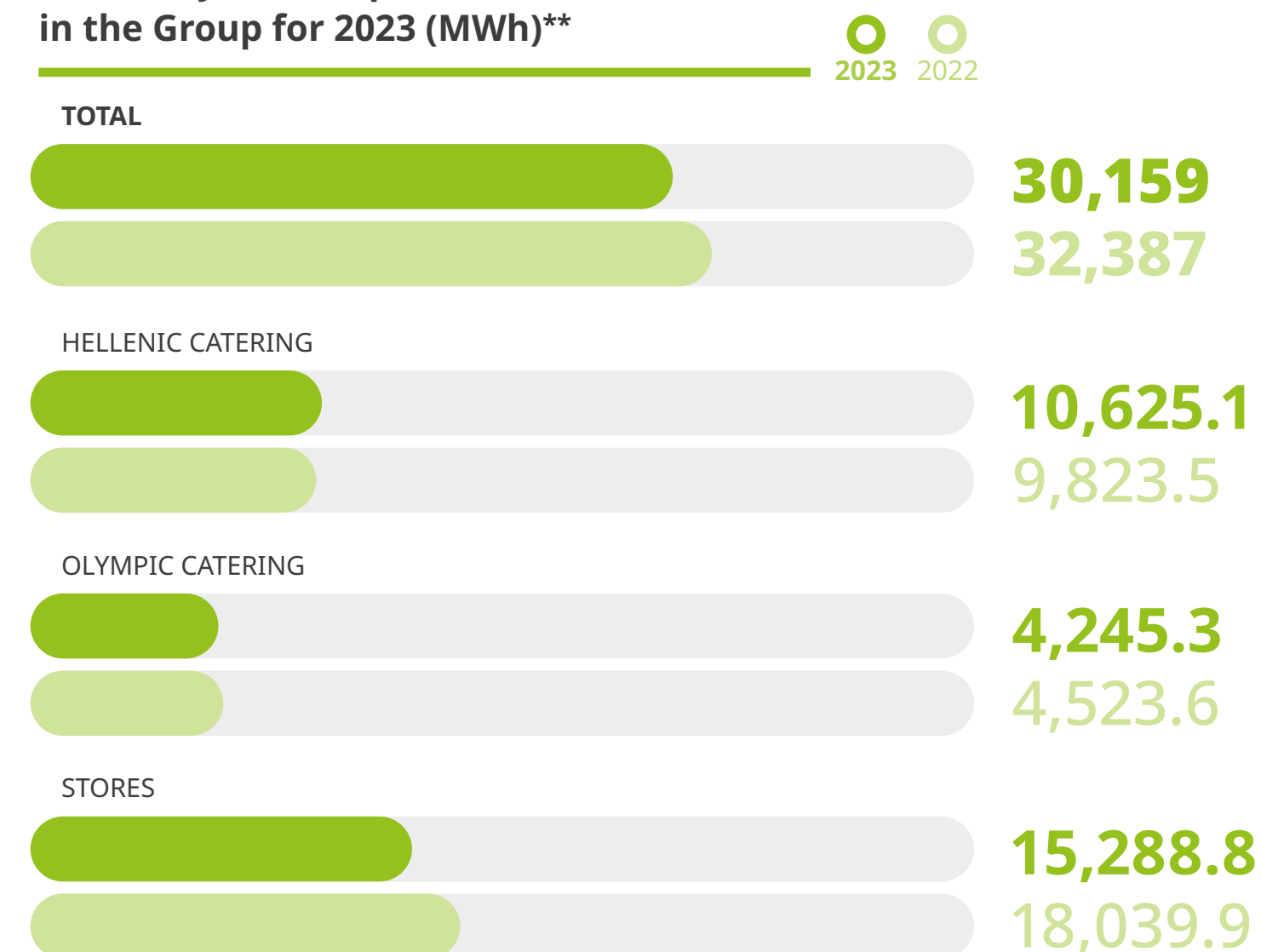


In 2023, the sulphur dioxide (SOx) emissions were recorded for the second year, which amounted to 165 tons, entirely produced by Hellenic Catering.

Total energy consumption in the Group for 2023 (MWh)



Electricity consumption in the Group for 2023 (MWh)**



* The NOx emissions for 2022 differ from those published in the 2022 ESG Report due to a change in the calculation methodology.
 ** The reduced electricity consumption in 2023 is attributed to the lower number of Group stores compared to the previous year.

In 2023, the Group's total fuel consumption from non-renewable sources reached **7,936 MWh**, including diesel consumption for trucks, natural gas, liquefied petroleum gas, and diesel and gasoline for leased passenger vehicles.

In 2023, a photovoltaic system was installed on the roof of Hellenic Catering facilities in Pallini. This system has an installed capacity of **605 kWp** and is connected to the medium-voltage grid of DEDDIE through net metering.

This technological investment reflects our commitment to **green energy** and **sustainable development**. Through these photovoltaic installations, we pave the way toward a future that respects the environment and invests in solutions that promote green energy and sustainability.



As part of our efforts to reduce our carbon footprint and expand the use of green energy, we proceeded with the electrification of part of our vehicle fleet by introducing **9 vehicles** powered by electric batteries. If these vehicles were running on diesel, their emissions would amount to 11.77 tons of CO₂eq, whereas the emissions for BEVs amount to 2.64 tons of CO₂eq and 4.05 tons of CO₂eq for Location-based and Market-based methods, respectively. **Therefore, we successfully prevented the emission of 9.13 tons of CO₂eq (LB) and 7.72 tons of CO₂eq (MB).**

GRI 303-1 | GRI 303-2 | GRI 303-3 | GRI 303-4 | GRI 303-5



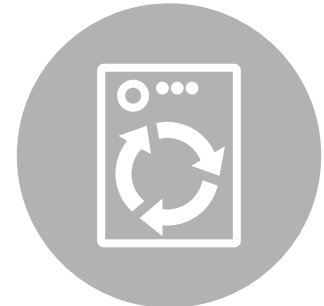
We aim at reducing water consumption

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.



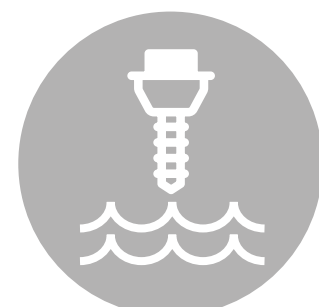
Defrosting tank that recirculates water.



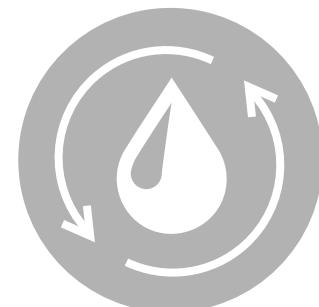
Installation of photocell water taps in bathrooms.



Biological treatment of wastewater and reuse for underground irrigation.



Borehole water treatment.



Water treatment by reverse osmosis.

The total volume of water discharged in 2023 was **42,328 m³**, entirely from Hellenic Catering.

The Group fully complies with regulatory requirements regarding the quality of disposed wastewater. Specifically, at Hellenic Catering in Pallini, we follow the Standard Environmental Commitments (SEC) included into the operating license, while in Sindos, a wastewater disposal license has been granted by the Thessaloniki Water Supply and Sewerage Company (EYATH). For Olympic Catering, we follow the SECs of the airport and the Environmental Management Plan of Olympic Catering.

At the Hellenic Catering facilities in Pallini, the use of water resources involves warehouse and logistics areas cleaning, as well as cooling/ heating, and it is supplied by the Municipality of Pallini. In Sindos, the water is used for cleaning our premises, machinery, washing, and food processing equipment, as well as a cooling/ heating medium, and as a raw material in production. The water is supplied by EYATH.

At Olympic Catering, the water is used for industrial needs, such as cooling, heating, storage, and employee consumption, as well as for the needs of our production lines. The building's water supply is from the airport network. Wastewater is disposed in airport network, and no water recycling is taking place.



GRI 306-1 GRI 306-2 GRI 306-3
GRI 306-4 GRI 306-5



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

The Olympic Catering production plant delivers plastic, paper, metal, wood and glass waste to the appropriate structures of the Athens International Airport (AIA) for recycling. Accordingly, the Hellenic Catering production plant cooperates with licensed companies for the recycling of any produced paper, plastic, wood, metal waste and organic sludge.

“ In 2023, Hellenic Catering and Olympic Catering jointly saved **93 kg** of plastic waste. ”



Accordingly, the production of non-hazardous waste amounted to 575.59 tons, of which the 311 tons of municipal waste were recovered by third parties, while the rest were diverted from landfills.

Waste generated (tn) at Hellenic Catering

HAZARDOUS WASTE	
USED MINERAL OILS	2.31
BATTERIES	0.58
TOTAL	2.89

NON-HAZARDOUS WASTE	
PAPER-CARDBOARD	45.09
WOOD	25.5
PLASTIC	14
COOKING OILS	5.88
MUNICIPAL WASTE	311
METALS	6.8
FOOD WASTE	9.04
BIOLOGICAL TREATMENT SLUDGE	156
TIRES	2.25
TOTAL	575.59

In 2023, **2.89 tons** of hazardous waste was generated by **Hellenic Catering**, **100%** of which was diverted from landfills.



Παραγόμενα απόβλητα (tn) Olympic Catering

HAZARDOUS WASTE	
ELECTRICAL AND ELECTRONIC EQUIPMENT WASTE	0.88
DISPOSED INORGANIC CHEMICAL SUBSTANCES	1.15
TOTAL	2.03

NON-HAZARDOUS WASTE	
PAPER-CARDBOARD	54.38
WOOD	4.35
PLASTIC	22.19
MUNICIPAL WASTE	129.65
GLASS	1.82
METALS	5.64
CONSTRUCTION WASTE	12
ORGANIC WASTE	2.85
GREENERIES	1.5
TOTAL	234.38



In 2023, **2 tons** of hazardous waste was generated by **Olympic Catering**, **100%** of which were diverted from landfills.



Stores

All cooking oils used in the stores are recycled in accordance with the new legal framework. More specifically, in 2022, 210 tons were given for recycling, while in 2023 this number stood at 197 tons of cooking oils.

Packaging is recycled depending on the infrastructure of each municipality within the administrative boundaries of which each store operates. In collaboration with Nea Odos, a pilot organic waste composting system was launched in late 2021 at the Motorway Service Station in Atalanti. This pilot system is planned to be expanded to the rest of the Group's Motorway Service Stations.

Used coffee grounds recycling



In 2023, our stores recycled more than **107 tons** of used coffee grounds, which prevented the release of **36,380 m³** of methane in the atmosphere (it is estimated that 1 ton of residues is equivalent to **340 m³** less methane in the atmosphere).



One of the most innovative initiatives of the Group is the program for the recycling and reuse of used coffee grounds. Coffee grounds are collected from everest stores and transported to Polygreen's processing units in Megara, Attica, where they are composted and turned into fertilizers and then offered to local producers. A portion of the coffee grounds is used by Phee to create a material that is used to produce display stands for reusable cups in everest stores. Everest thus contributes to the further development of sustainable circular economy systems, also empowering youth entrepreneurship.

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.



The program is promoted in the stores, in social media campaigns, and on letsogreen.everest.gr.

In 2023 approximately **3,600** gift vouchers of the program were redeemed at the **everest stores**, up by **34%** compared to last year.



GRI 301-1 | GRI 301-2 | GRI 301-3



Transition to more environmentally friendly 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.

In 2023, we also introduced an innovative, **fully recyclable packaging** for the "Guru Burgers" produced by Hellenic Catering.



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 2023, the Group achieved a **total reduction in packaging volume by 7% compared to the previous year**. Through the reduction of the overall weight per cup by 1.1g, we also achieved an **annual reduction of plastic by 9,052 kg**.

Packaging materials at Hellenic Catering (tn)

2023	
PAPER	305,908
PLASTIC	123,235
ALUMINIUM	19,639
MIXED MATERIALS	15,770
TOTAL	464,551

Packaging materials at Olympic Catering (tn)

2023	
PAPER	31,429
PLASTIC	79,647
ALUMINIUM	0.2
MIXED MATERIALS	22,124
TOTAL	133,200.2





Group ESG Highlights

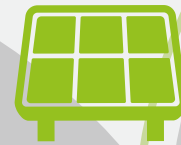
11% reduction in total energy consumption compared to the previous year.



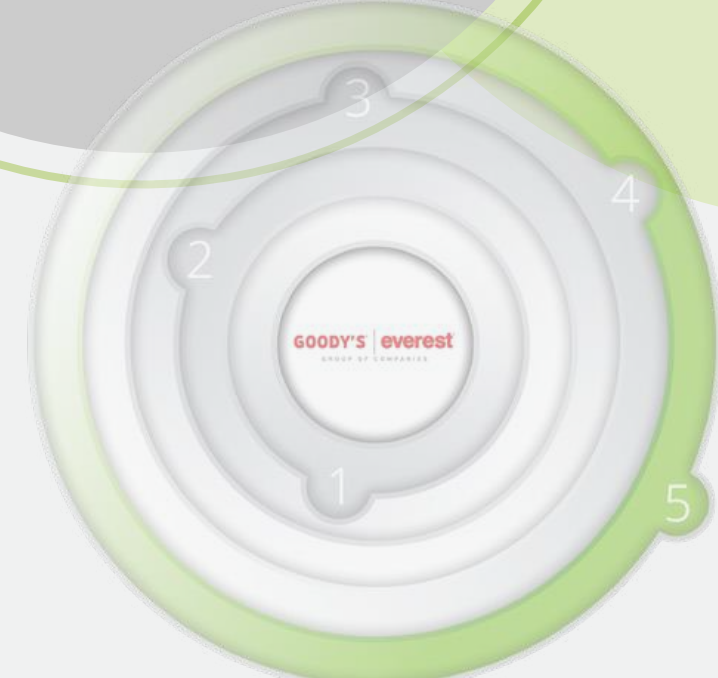
>23% reduction in direct CO₂ emissions compared to the previous year.



Installation of a photovoltaic system at the Hellenic Catering facilities with a total capacity of 605 kWp.



45.5% of waste diverted from disposal by the Group's production plants.





Appendices



GRI 2-7

Appendix 1: Data of GOODY'S | everest Group

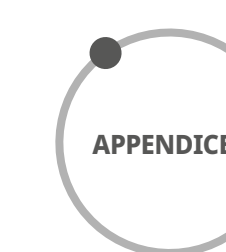
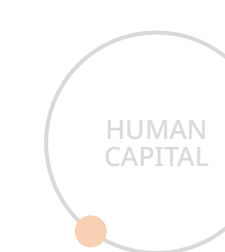
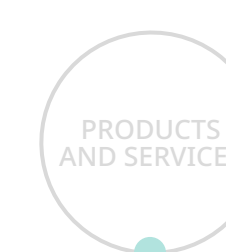
Group's Human Capital data

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	Attica					
Number of permanent employees	765	592	1,357	677	546	1,223
Number of temporary employees	16	10	26	83	12	95
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	661	484	1,145	656	455	1,111
Number of part-time employees	120	118	238	104	103	207
Number of employees (total)	781	602	1,383	760	558	1,318

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

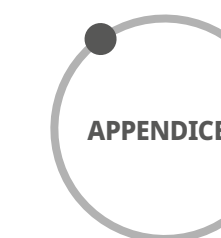
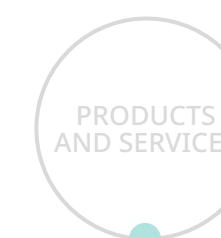
	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
	Arfara					
Number of permanent employees	3	8	11	3	7	10
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	3	8	11	3	7	10
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	3	8	11	3	7	10


EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	ΑΝΔΡΕΣ	ΓΥΝΑΙΚΕΣ	TOTAL
Atalanti						
Number of permanent employees	3	41	44	3	40	43
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	41	44	3	40	43
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	3	41	44	3	40	43
Evinochori						
Number of permanent employees	5	15	20	2	15	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	5	15	20	2	15	17
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	5	15	20	2	15	17

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Volos						
Number of permanent employees	11	39	50	12	31	43
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	39	50	12	31	43
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	11	39	50	12	31	43
Heraklion, Crete						
Number of permanent employees	9	6	15	8	10	18
Number of temporary employees	0	0	0	3	0	3
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	9	6	15	11	10	21
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	9	6	15	11	10	21



EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION						
	2023			2022		
	MEN	WOMEN	TOTAL	ΑΝΔΡΕΣ	WOMEN	TOTAL
Thessaloniki						
Number of permanent employees	195	163	358	178	149	327
Number of temporary employees	8	25	33	21	9	30
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	172	145	317	175	118	293
Number of part-time employees	31	43	74	24	40	64
Number of employees (total)	203	188	391	199	158	357
Kavala						
Number of permanent employees	14	17	31	4	15	19
Number of temporary employees	2	0	2	7	0	7
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	8	3	11	6	3	9
Number of part-time employees	8	14	22	5	12	17
Number of employees (total)	16	17	33	11	15	26

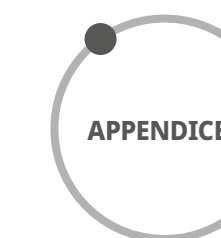
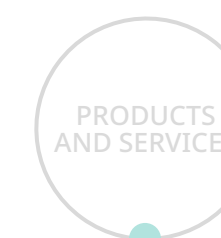
EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION						
	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Ioannina						
Number of permanent employees	6	10	16	5	10	15
Number of temporary employees	0	0	0	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	6	7	13	5	7	12
Number of part-time employees	0	3	3	0	3	3
Number of employees (total)	6	10	16	5	10	15
Katerini						
Number of permanent employees	18	29	47	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	18	29	47	18	29	47
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	18	29	47	18	29	47

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	ΑΝΔΡΕΣ	WOMEN	TOTAL
Corfu						
Number of permanent employees	2	2	4	1	2	3
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	2	2	4	1	2	3
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	2	2	4	1	2	3
Larissa						
Number of permanent employees	5	12	17	10	29	39
Number of temporary employees	0	0	0	11	0	11
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	0	3	3	9	6	15
Number of part-time employees	5	9	14	12	23	35
Number of employees (total)	5	12	17	21	29	50

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Corinth						
Number of permanent employees	7	17	24	8	14	22
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	16	23	8	14	22
Number of part-time employees	0	1	1	0	0	0
Number of employees (total)	7	17	24	8	14	22
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						
	2023			2022		
	MEN	WOMEN	TOTAL	ΑΝΔΡΕΣ	WOMEN	TOTAL
Platanos						
Number of permanent employees	14	31	45	15	30	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	13	31	44	14	30	44
Number of part-time employees	1	0	1	1	0	0
Number of employees (total)	14	31	45	15	30	45
Rhodes						
Number of permanent employees	1	7	8	2	5	7
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	7	8	2	5	7
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	1	7	8	2	5	7

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION						
	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Santorini						
Number of permanent employees	1	1	2	2	0	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	2	0	2
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	1	1	2	2	0	2
Schimatari						
Number of permanent employees	12	33	45	11	34	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	32	44	11	33	44
Number of part-time employees	0	1	1	0	1	1
Number of employees (total)	12	33	45	11	34	45

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	ΑΝΔΡΕΣ	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	9	28	37	5	30	35
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	9	27	36	5	29	34
Number of part-time employees	0	1	1	0	1	1
Number of employees (total)	9	28	37	5	30	35

EMPLOYEES AND DISTRIBUTION PER GENDER AND REGION

	2023			2022		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Chania						
Number of permanent employees	5	22	27	4	14	18
Number of temporary employees	1	1	1	0	0	0
Number of non-guaranteed hours employees	0	0	0	0	0	0
Number of full-time employees	6	23	29	4	14	18
Number of part-time employees	0	0	0	0	0	0
Number of employees (total)	6	23	29	4	14	18
GRAND TOTAL	1,120	1,119	2,239	1,101	1,041	2,142

GRI 405-1

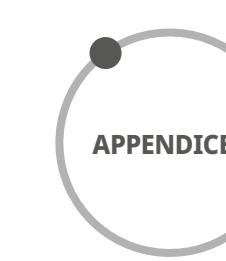
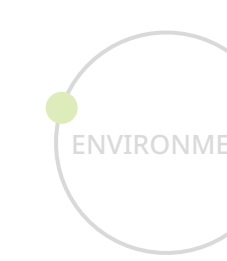
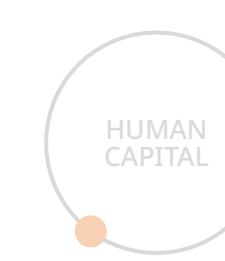
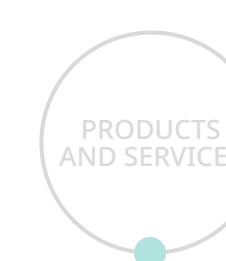
TOTAL EMPLOYED & SALARIED (I.E. INCLUDING SEASONAL WORKERS)

	2023	2022
Men	2,012	2,299
Women	1,967	2,145
Total	3,979	4,444

EMPLOYEES AND DISTRIBUTION PER HIERARCHICAL LEVEL AND AGE

Position/ Hierarchical level	2023								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Directors	0	0	0	1	2	3	5	3	8
Departments Heads	1	3	4	41	14	55	35	9	44
Office staff	5	14	19	42	58	100	20	15	35
Other employees, foremen and factory staff	340	257	597	455	531	986	175	213	388
Total	346	274	620	539	605	1,144	235	240	475





GRI 401-1

TOTAL HIRES PER REGION, GENDER AND AGE

Region	2023								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Attica	196	137	333	136	100	236	27	27	54
Arfara	1	2	3	0	0	0	0	0	0
Atalanti	1	2	3	0	7	7	0	0	0
Volos	1	3	4	1	7	8	0	2	2
Evinochori	2	2	4	1	2	3	0	0	0
Heraklion, Crete	20	22	42	19	45	64	9	42	51
Thessaloniki	64	49	113	25	51	76	14	17	31
Ioannina	4	2	6	5	2	7	0	0	0
Kavala	5	3	8	4	1	5	0	0	0
Katerini	0	0	0	0	0	0	0	0	0
Corfu	10	11	21	5	4	9	1	5	6
Corinth	1	3	4	0	1	1	0	0	0
Larissa	3	7	10	0	3	3	0	0	0
Mykonos	10	2	12	1	1	2	0	2	2
Platanos	5	4	9	1	10	11	0	1	1
Rhodes	6	12	18	3	17	20	3	9	12
Santorini	7	4	11	1	0	1	0	2	2
Schimatari	3	2	5	0	1	1	0	2	2
Tripoli	0	0	0	1	1	2	0	0	0
Chania	23	26	49	5	9	14	1	3	4
Chalkida	0	0	0	0	0	0	0	0	0
Psathopyrgos	0	0	0	1	4	5	0	0	0
Total	362	293	655	209	266	475	55	112	167

TOTAL EXITS PER REGION, GENDER AND AGE

Region	2023								
	<30			30-50			>51		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Attica	137	113	250	84	47	131	11	11	22
Arfara	0	0	0	0	0	0	0	0	0
Atalanti	0	0	0	1	4	5	0	0	0
Volos	1	1	2	1	1	2	0	0	0
Evinochori	2	0	2	0	0	0	0	0	0
Heraklion, Crete	5	4	9	1	6	7	1	1	2
Thessaloniki	22	19	41	15	16	31	2	3	5
Ioannina	0	0	0	2	1	3	0	0	0
Kavala	1	1	2	1	0	1	0	0	0
Katerini	0	0	0	0	0	0	0	0	0
Corfu	1	1	2	1	1	2	0	0	0
Corinth	2	0	2	1	1	2	0	0	0
Larissa	0	0	0	0	0	0	0	0	0
Mykonos	0	0	0	0	0	0	0	0	0
Platanos	1	1	2	2	4	6	0	1	1
Rhodes	1	0	1	1	2	3	1	0	1
Santorini	1	0	1	0	0	0	0	0	0
Schimatari	2	1	3	0	2	2	0	1	1
Tripoli	0	0	0	2	0	2	0	0	0
Chania	0	0	0	0	0	0	0	0	0
Chalkida	0	0	0	0	0	0	0	0	0
Psathopyrgos	0	1	1	0	1	1	0	1	1
Total	176	142	318	112	86	198	15	18	33



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

Appendix 2: About the 2023 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 01/01/2023 to 31/12/2023 through qualitative and quantitative data. The previous Report covering the period from 01/01/2022 to 31/12/2022, was the 7th 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 and Thessaloniki 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, Chalkida 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 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.

We conducted a double materiality assessment, considering both our impact on society, the environment, and the economy, as well as our risks and opportunities in terms of our financial performance to determine the material topics for this Report.

Furthermore, selected GRI indicators have undergone external verification by **TÜV HELLAS (TÜV NORD) 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:

GOODY'S | everest Group
Athens International Airport, Building 14B
Spata, 19019
Telephone: 2103541600
Email: estiasis@vivartia.com

Appendix 3: GRI Standards 2021 Content Index

STATEMENT OF USE

GOODY'S | everest GROUP HAS PREPARED THE ESG REPORT 2023 IN ACCORDANCE WITH THE GRI STANDARDS FOR THE PERIOD 1/1/2023 TO 31/12/2023

GRI 1 USED

GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD

Omission

GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organization details	pg. 12-14, 106	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. 106				✓
	2-3 Reporting period, frequency and contact details	pg. 106				✓
	2-4 Restatements of Information	pg. 106				✓
	2-5 External Assurance	pg. 106, 120-122				✓
	2-6 Activities, value chain, other business relationships	pg. 12-15				✓
	2-7 Employees	pg. 64, 98-103				✓
	2-8 Workers who are not salaried	pg. 64				✓

GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-9 Governance structure and composition	pg. 19-20				✓
	2-10 Nomination and selection of the highest governance body	pg. 19-20				✓
	2-11 Chair of the highest governance body	pg. 19-20				✓
	2-12 Role of the highest governance body in overseeing management of impacts	pg. 19, 21, 24				✓
	2-13 Delegation of responsibility for managing impacts	pg. 24				✓
	2-14 Role of the highest governance body in sustainability reporting	pg. 24				✓
	2-15 Conflicts of interest	pg. 38				✓
	2-16 Communication of critical concerns	pg. 37-39				✓
	2-17 Collective knowledge of the highest governance body	pg. 24				✓
	2-18 Evaluation of the performance of the highest governance body	pg. 24				✓
	2-19 Remuneration policies	pg. 21				✓
	2-20 Process to determine remuneration	pg. 21				✓

GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	pg. 21				✓
	2-22 Statement on sustainable development strategy	pg. 3, 23-24				✓
	2-23 Policy commitments	pg. 37, 41, 66, 73				✓
	2-24 Embedding policy commitments	pg. 37, 66				✓
	2-25 Processes to remediate negative impacts	pg. 24				✓
	2-26 Mechanisms for seeking advice and raising concerns	pg. 37-39				✓
	2-27 Compliance with laws and regulations	pg. 39, 52, 54, 84				✓
	2-28 Membership in associations	pg. 17				✓
	2-29 Approach to stakeholder engagement	pg. 25-31				✓
	2-30 Collective bargaining agreements	pg. 66				✓



GRI 1 USED GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

MATERIAL TOPICS

GRI 3: Material topics 2021	3-1 Process to determine material topics	pg. 32-34	The gray cell indicates that reasons for omission are not permitted for the disclosure.			✓
	3-2 List of material topics	pg. 32-34				✓

FINANCIAL PERFORMANCE

GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	pg. 18, 74				
	201-3 Financial assistance received from government	pg. 18				
GRI 203: Indirect Economic Impacts	203-1 Infrastructure investments and services supported	pg. 18				
	203-2 Significant indirect economic impacts	pg. 18, 74				

SHAPING A RESILIENT ORGANIZATION

WE IMPLEMENT ANTI-CORRUPTION PRACTICES

GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	pg. 37-39				
	205-2 Communication and training about anti-corruption policies and procedures	pg. 37-39				
	205-3 Confirmed incidents of corruption and actions taken	pg. 37-39				✓

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GRI 1 USED GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD -

Omission

GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance
WE IMPLEMENT ANTI-CORRUPTION PRACTICES						
GRI 206: Anti-competitive behavior	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	pg. 38				✓
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. 39				✓
WE CREATE SUSTAINABLE SUPPLY CHAINS						
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	pg. 42				✓
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. 46-51				✓

GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

OFFERING GREAT FOOD AND EXCELLENT SERVICES

RESPONSIBLE COMMUNICATION OF PRODUCTS AND SERVICES

GRI 417: Marketing and labeling	417-1 Requirements for product and service information and labeling	pg. 53				
	417-2 Incidents of non-compliance concerning product and service information and labeling	pg. 53				
	417-3 Incidents of non-compliance concerning marketing communications	pg. 53				

CARING FOR OUR PLANET

OUR ENVIRONMENTAL RESPONSIBILITY: TACKLING CLIMATE CHANGE AND ENERGY MANAGEMENT

GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	pg. 86-88				✓
	305-2 Energy indirect (Scope 2) GHG emissions	pg. 86-88				✓
	305-3 Other Indirect (Scope 3) GHG emissions	pg. 86-88				
	305-5 Reduction of GHG emissions	pg. 86-88				
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions)	pg. 89				✓

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GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

CARING FOR OUR PLANET

OUR ENVIRONMENTAL RESPONSIBILITY: TACKLING CLIMATE CHANGE AND ENERGY MANAGEMENT

GRI 302: Energy	302-1 Energy consumption within the organization	pg. 87-90				✓
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WE STRIVE FOR REDUCTION OF WATER CONSUMPTION

GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	pg. 91				
	303-2 Management of water discharge-related impacts	pg. 91				
	303-3 Water withdrawal	pg. 91				
	303-4 Water discharge	pg. 91				
	303-5 Water consumption	pg. 91				

WE PROMOTE RESPONSIBLE WASTE MANAGEMENT AND CIRCULAR ECONOMY PRACTICES

GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	pg. 92-94				
	306-2 Management of significant waste-related impacts	pg. 92-94				
	306-3 Waste generated	pg. 92-94				✓



GRI 1 USED GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD -

		Omission				
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

CARING FOR OUR PLANET

WE PROMOTE RESPONSIBLE WASTE MANAGEMENT AND CIRCULAR ECONOMY PRACTICES

GRI 306: Waste	306-4 Waste diverted from disposal	pg. 92-94				
	306-5 Waste directed to disposal	pg. 92-94				

OUR TRANSITION TO MORE SUSTAINABLE PACKAGING

GRI 301: Materials	301-1 Materials used by weight or volume	pg. 95				
	301-2 Recycled input materials used	pg. 95				
	301-3 Reclaimed products and their packaging materials	pg. 95				

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. 59-61				
	403-2 Hazard identification, risk assessment and incident investigation	pg. 59-61				
	403-4 Worker participation, consultation and communication on occupational health and safety	pg. 59-61				

GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

		Omission				
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance

GROWING A RESPONSIBLE BUSINESS WITH DEDICATED PEOPLE

RESPECT FOR HEALTH, SAFETY AND WELL-BEING OF OUR EMPLOYEES

GRI 403: Occupational Health and Safety	403-5 Worker training on occupational health and safety	pg. 59-61				✓
	403-6 Promotion of worker health	pg. 62				
	403-8 Workers covered by an occupational health and safety management system	pg. 59-61				
	403-9 Work-related injuries	pg. 59-61				✓
	403-10 Work-related ill health	pg. 59-61				

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. 62				
	401-3 Parental leave	pg. 62				

GRI 403: Occupational health and safety	403-6 Promotion of worker health	pg. 62				
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GRI 1 USED GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD -

Omission						
GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance
SUPPORTING DIVERSITY AND INCLUSION						
GRI 401: Employment	401-1 New employee hires and employee turnover	pg. 65, 105				✓
GRI 405: Diversity and equal opportunities	405-1 Diversity of governance bodies and employees	pg. 65, 104				✓
	405-2 Ratio of basic salary and remuneration of women to men	pg. 65				
GRI 412: Human Rights Assessment	412-2 Employee training on human rights policies or procedures	pg. 58-61, 66				
RESPECT FOR HUMAN RIGHTS						
GRI 406: Non discrimination	406-1 Incidents of discrimination and corrective actions taken	pg. 66				✓
GRI 412: Human Rights Assessment	412-2 Employee training on human rights policies or procedures	pg. 58-61, 66				
RETAINING AND ATTRACTING TALENTED AND SKILLED EMPLOYEES						
GRI 404: Training and education	404-1 Average hours of training per year per employee	pg. 67-70				
	404-2 Programs for upgrading employee skills and transition assistance programs	pg. 67-70				✓
	404-3 Percentage of employees receiving regular performance and career development reviews	pg. 67-70				

GRI 1 USED | GR1: FOUNDATION 2021

APPLICABLE GRI SECTOR STANDARD | -

Omission

GRI Standards	Disclosure	Page	Requirement(s) omitted	Reason	Explanation	External Assurance
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EMPOWERING COMMUNITIES

SOCIAL PRODUCT

GRI 201: Economic Performance	201-1 Direct economic value generated and distributed	pg. 18, 74				
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GRI 203: Indirect Economic Impacts	203-2 Significant indirect economic impacts	pg. 18, 74				
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COMMUNITY ENGAGEMENT

GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments and development programs	pg. 75-79				
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Index AA1000AP (2018) Accountability Principles

CORE VALUES

	REFERENCE IN THE REPORT	PAGE REFERENCE
Inclusivity	Dialogue and collaboration with key stakeholders	pg. 25-31
Materiality	Double materiality analysis	pg. 33-34
Responsiveness	2023 ESG performance: Highlights	pg. 4-10
	Our Group at a glance	pg. 12
	Activities, products and services	pg. 13
	Dialogue and collaboration with key stakeholders	pg. 25-31
	Caring for our planet	pg. 83-96
	Social product	pg. 74
	Community engagement	pg. 75-79
	Creating value for partners and consumers through the continuous improvement of our products and services	pg. 48-49
	Ensuring product quality and safety	pg. 52
	Ensuring a responsible and sustainable supply chain	pg. 41-43
	Supporting diversity and inclusion	pg. 58
	Respect for human rights	pg. 66
	Respect for the health, safety and wellbeing of employees	pg. 59-65
	Retaining and attracting talented and skilled employees	pg. 67-71
	Well-being of employees	pg. 62
Corporate governance	pg. 19-21	
Impact	2023 ESG performance: Highlights	pg. 4-10
	Financial performance	pg. 18
	Our environment responsibility: tackling climate change and energy management	pg. 86
	Minimization of environmental impacts and achievement of Net Zero	pg. 87-90
	We strive for reduction of water consumption	pg. 91
	We promote responsible waste management and circular economy practices	pg. 92-94
	Social product	pg. 74
	Ensuring product quality and safety	pg. 52
	Responsible communication of products and services	pg. 53-54
	Supporting diversity and inclusion	pg. 66
	Respect for the health, safety and wellbeing of employees	pg. 59-65
	Retaining and attracting talented and skilled employees	pg. 67-71
	Well-being of employees	pg. 62
	Corporate governance	pg. 19-21

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 environmentally friendly technologies	Caring for our planet
PRINCIPLE 10	Businesses should work against corruption in all its forms, including extortion and bribery	Shaping a resilient organization

Appendix 5: 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 of the Sustainability Report

The GOODY'S | everest Group (GOODY'S S.A. – everest S.A.) ("GOODY'S | everest Group") engaged TÜV HELLAS (TÜV NORD) S.A. ("TÜV HELLAS") to conduct a limited-scope external assurance of the information included in the Sustainability Report, which covers the period 01/01/2023–31/12/2023. The report includes information and data about the Group's offices, subsidiaries, production plants in Athens and Thessaloniki, as well as the stores in Attica, Arfara, Atalanti, Volos, Evinochori, Heraklion-Crete, Thessaloniki, Ioannina, Kavala, Katerini, Corfu, Corinth, Larissa, Mykonos, Platanos, Rhodes, Santorini, Schimatari, Tripoli, Chania, Chalkida and Psathopyrgos.

The scope of the project consists of the following:

- A. External assurance of the published information to ensure that the GOODY'S | everest Group Sustainability Report 2023 was drafted "In accordance" with the GRI Universal Standards 2021.**
- B. Verification of the accuracy of claims mentioned for specific numerical indicators of the GRI Topic Standards, including: 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, and 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 in the scope of the project, refers to the GOODY'S | everest Group's Sustainability Report for 2023. It was conducted based on the GRI indicator alignment table to confirm that the Report has been prepared "In accordance" with the GRI Universal Standards 2021 and the requirements of AA1000AP (2018).

2 Project Criteria

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

- A. GRI Universal Standards 2021**
- B. GRI Topic Standards**
- C. AA1000AP (2018)**

For the evaluation of conformity with the AA1000AP (2018) requirements, the guidelines set out in AA1000 Assurance Standard (AA1000AS v3) were followed. More specifically, the requirements for **Type 2 external assurance moderate level** were applied, verifying adherence to the Accountability Principles according to **AA1000AP (2018)**, while the quality and reliability of the sustainability performance information contained within the limited scope of this report were checked by a limited-scope sampling.

3 Project Methodology

In line with the criteria set out in paragraph 2 and the project's scope, the TÜV HELLAS external assurance team took the following (indicative and non-restrictive) approach:

- Reviewed compliance with the requirements for preparing the report "In Accordance" with the GRI Universal Standards 2021, as specified in **GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021.**
- Reviewed the procedures followed by the GOODY'S | everest Group to identify and determine the material sustainability issues to include them in the Sustainability Report.



- Reviewed the analysis of material sustainability topics through the **Double Materiality** process, identifying the impact of the **GOODY'S | everest Group's** activities on the environment, society, and the economy, as well as the risks and opportunities affecting the Group itself.

- Interviews were conducted with selected executives of the **GOODY'S | everest Group** having an operational role in sustainability issues, to understand the current state of sustainability activities and track progress made during the reporting period.

- Reviewed the approach to consultation of the **GOODY'S | everest Group** with stakeholders. This included interviews with employees responsible for communicating with stakeholders at the company level and the review of selected documents.

- Reviewed the claims mentioned to the Reporting indicators (see paragraph 2, Point B), based on the **GRI Topic Standards**, in connection with the findings of the relevant 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 include (but are not limited to) the following:

- Understanding the quality management and the result collection processes related to the indicators under consideration.
- Reviewing the planning of processes, systems, and audits related to the management of data reliability and quality.
- Sampling of management practices and operational control, as well as the methods of data collection to ensure the completeness and accuracy of the information.
- Maintain all appropriate documentation for all the checks performed.

4 Limitations

The scope of the review was limited exclusively to the activities of the **GOODY'S | everest Group**, specifically the Group's offices and subsidiaries, production plants in Athens and Thessaloniki, and other sites and stores, as defined in paragraph 1. No visits or interviews were conducted with stakeholders of the **GOODY'S | everest Group**.

In the event of any discrepancy between the Greek and English versions of the Sustainability Report, the Greek version shall prevail.

5 Responsibilities of the Company and the External Assurance Body

The ESG Strategy Division of the **GOODY'S | everest Group** is exclusively responsible for collecting the data and statements included in the Sustainability Report. The external assurance conducted, as defined in the project scope (paragraph 1), does not represent **TÜV HELLAS'** opinion related to the quality of the Sustainability Report and its contents.

The responsibility of **TÜV HELLAS** is to express its 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 HELLAS** can quote to the Management of the **GOODY'S | everest Group** 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 HELLAS**, the conclusions are as follows:

A. External assurance of the information disclosed in order to confirm that the Sustainability Report of the GOODY'S | everest Group for 2023 has been prepared "In Accordance" with the GRI Universal Standards 2021.

- During the assurance carried out, nothing came to the attention of **TÜV HELLAS** which would lead to the conclusion that the Report does not meet the **"In Accordance"** requirements of the **GRI Universal Standards 2021**, as reflected on the corresponding correlation GRI Standards content index.



B. Control of accuracy of the claims mentioned for the Reporting Indicators that the Company reported at the Report Chapters, based on the GRI Topic Standards.

● Nothing has come to the attention of TÜV 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 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018).

Inclusivity: Dialogue on Sustainability Issues with Stakeholders

● We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the **GOODY'S | everest Group** has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: 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** does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

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

Impact: Impact of the company's activities on 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 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 HELLAS** did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

7 Statement of impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of the external assurance of the Sustainability Report of the **GOODY'S | everest Group**. **TÜV HELLAS** has not undertaken work with the **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 HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of the **GOODY'S | everest Group**.





Athens, October 16, 2024
For **TÜV HELLAS (TÜV NORD)**

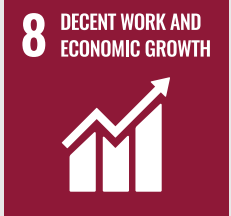



Nestor Paparoupas
Product Manager




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 2023
<p>Shaping a resilient organization</p>		<p>The GOODY'S everest Group aims to create and maintain a healthy and safe working environment by ensuring optimal working conditions, providing appropriate training for employees, and raising their awareness on current health issues.</p>	<ul style="list-style-type: none"> 100% of management members and supervisors have been fully informed and trained on the Group's policy against corruption.
		<p>The GOODY'S everest Group is interested in training and enhancing the skills of its employees, offering them the opportunity to attend seminars on various subjects and evaluating their performance for recognition and career growth.</p>	

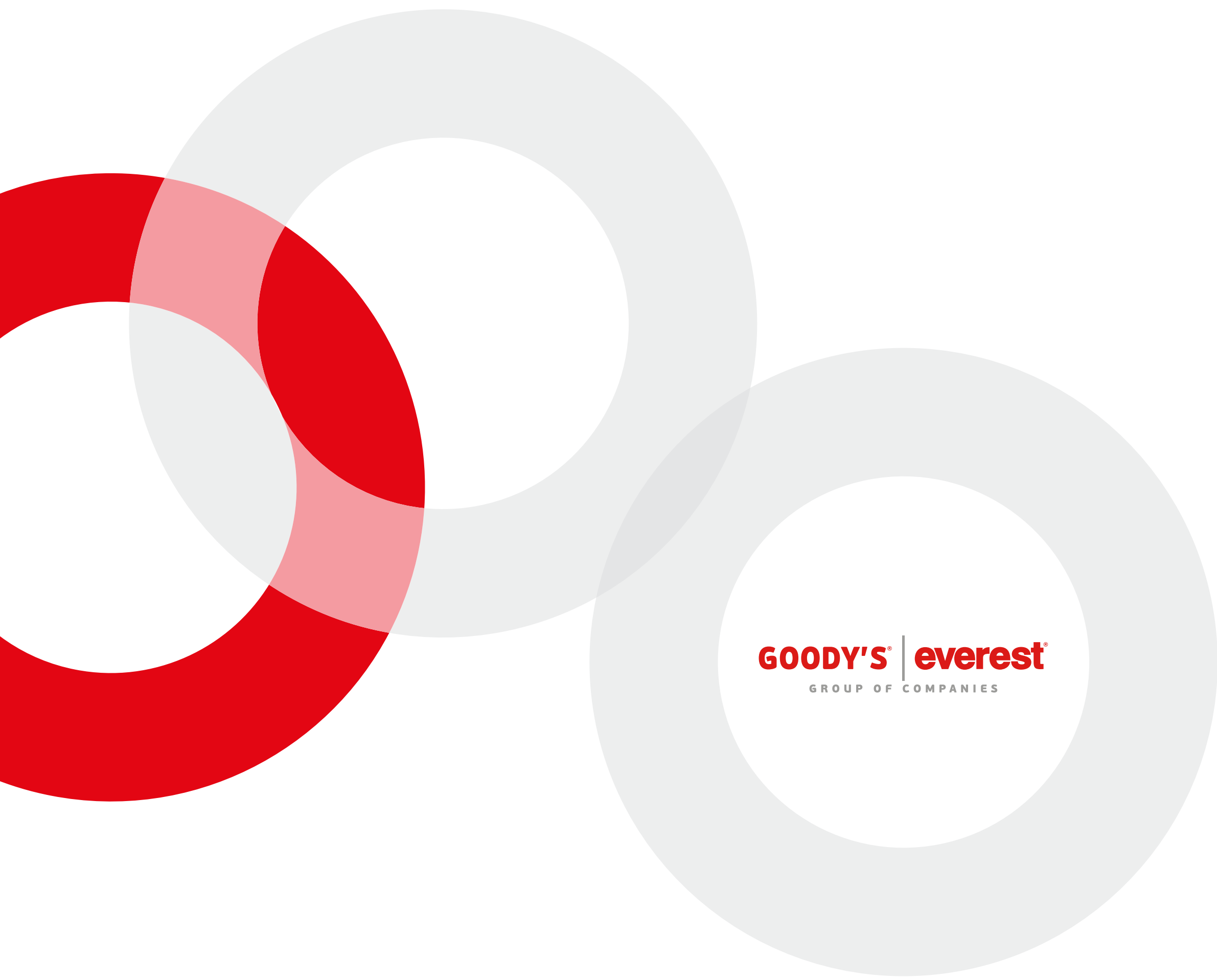
SUSTAINABLE DEVELOPMENT STRATEGY PILLAR OF GOODY'S everest GROUP	SUSTAINABLE DEVELOPMENT GOALS RELATED TO THE ACTIVITIES OF THE GOODY'S everest GROUP	CONTRIBUTION OF GOODY'S everest GROUP	INDICATIVE ACTIONS IN 2023
<p>Shaping a resilient organization</p>		<p>The GOODY'S everest Group aims to provide a workplace that enables productivity and contributes to employee well-being, while investing in strengthening its human resources with new members to meet the growing demands of its sustainable development journey. In this context, it actively promotes zero tolerance for child and forced labor.</p> <p>The GOODY'S everest Group ensures the alignment of its suppliers with the sustainability principles by formulating a relevant framework and enhances the national economy by supporting the activities of its domestic suppliers.</p>	<ul style="list-style-type: none"> • No incidents related to human rights violations, discrimination, unfair treatment of employees, or forced and child labor. • We create sustainable supply chains.
		<p>The GOODY'S everest Group continuously focuses on producing innovative products.</p>	<ul style="list-style-type: none"> • Creating value for partners and consumers. • The majority of suppliers are local and domestic.
		<p>The GOODY'S everest Group aims to offer products that meet the highest of quality and safety standards by implementing appropriate systems that prevent the presence of undesirable substances in the final product.</p>	
		<p>The GOODY'S everest Group seeks compliance with national and international standards and participation in international bodies for ensuring conditions of justice and respect for human rights.</p>	

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<p>Shaping a resilient organization</p>		<p>The GOODY'S everest Group invests in international partnerships, that encourage sustainable development and support the implementation of its strategic objectives.</p>	
<p>Offering good food and excellent services</p>		<p>The GOODY'S everest Group cares for the health and safety of its customers.</p>	<ul style="list-style-type: none"> • Food Safety and Quality Policy.
		<p>The GOODY'S everest Group ensures the certification of its products under internationally recognized standards and compliance with European labeling regulations. It also provides communication channels with customers and consumers, favoring constructive feedback about its products.</p>	<ul style="list-style-type: none"> • Product and Services Quality.
		<p>GOODY'S everest invests in the conscious promotion of its products across all demographics, particularly targeting younger consumers.</p>	<ul style="list-style-type: none"> • Once again, no incidents of non-compliance with legislation, regulations, or best practices were reported regarding the promotion of products and services, advertising campaigns, or marketing practices implemented by the Group.

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<p>Growing a responsible business with dedicated people</p>		<p>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.</p>	<ul style="list-style-type: none"> • Expenditures on health-related matters. • Implementation of a certified Occupational Health and Safety Management System in accordance with OHSAS 18001/ISO 45001.
		<p>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.</p>	
		<p>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.</p>	
		<p>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.</p>	

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Growing a responsible business with dedicated people		<p>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.</p>	
		<p>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.</p>	
Empowering communities		<p>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.</p>	
		<p>The GOODY'S everest Group contributes to ensuring access to food for vulnerable social groups hosted and supported by non-profit organizations.</p>	<ul style="list-style-type: none"> • We strive for the reduction of water consumption.
		<p>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.</p>	<ul style="list-style-type: none"> • Energy saving and GHG reduction actions.
		<p>The GOODY'S everest Group seeks to enhance partnerships with companies and NGOs to achieve sustainable development goals.</p>	<ul style="list-style-type: none"> • Partnership with Wise Greece, Make a Wish, Alliance for the Reduction of Food Waste, etc.

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Empowering communities		<p>The GOODY'S everest Group supports its partners by helping them become familiar with sustainable practices and educating their children.</p>	
Caring for the planet		<p>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.</p>	
		<p>The GOODY'S everest Group contributes to water resource conservation by aiming to reduce water consumption and monitor its treatment processes.</p>	<ul style="list-style-type: none"> • We strive to reduce water consumption.
		<p>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.</p>	<ul style="list-style-type: none"> • Actions for energy saving and greenhouse gas emissions reduction.
		<p>The GOODY'S everest Group aims to align with its suppliers and its procurement department members, on their pathway towards sustainability, by ensuring relevant training for its stakeholders.</p>	<ul style="list-style-type: none"> • We promote responsible waste management and circular economy practices.
		<p>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.</p>	



GOODY'S | everest
GROUP OF COMPANIES

ESG Report 2023

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