

The background of the cover is a large, circular watercolor-style graphic. It features a gradient of colors, starting with deep blue at the top and transitioning through lighter blue and teal to a vibrant green at the bottom. The texture is soft and painterly, with visible brushstrokes and color blending. The overall shape is a large circle that is partially cut off by the top and right edges of the page.

Logicom

Logicom
Consolidated
Sustainability
Statement
2025

Logicom Consolidated Sustainability Statement

Table of Contents

1 ESRS 2 - General Disclosures	4
1.1 Basis for preparation	4
1.1.1 General basis for preparation of sustainability statement [BP-1]	4
1.1.2 Disclosures in relation to specific circumstances [BP-2]	4
1.2 Governance	8
1.2.1 The role of the administrative, management and supervisory bodies [ESRS 2 GOV-1].....	8
1.2.2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies [GOV-2].....	10
1.2.3 Integration of sustainability-related performance in incentive schemes [GOV-3]	11
1.2.4 Statement on due diligence [GOV-4]	12
1.2.5 Risk management and internal controls over sustainability reporting [GOV-5].....	13
1.3 Strategy	14
1.3.1 Strategy, business model and value chain [SBM-1].....	14
1.3.2 Interests and views of stakeholders [SBM-2].....	20
1.3.3 Material impacts, risks and opportunities and their interaction with strategy and business model [SBM-3].....	24
1.4 Impact, risk and opportunity management	29
1.4.1 Description of the process to identify and assess material impacts, risks and opportunities [ESRS 2 IRO-1].....	29
1.4.2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement [ESRS 2 IRO-2]	32
1.4.3 List of data points in general and topic-related standards resulting from other EU legislation [ESRS 2 IRO-2]	36
2 ESRS E1 - Climate change	45
2.1 Governance	45
2.1.1 Integration of sustainability-related performance in incentive schemes [E1 GOV-3]	45
2.2 Strategy	45
2.2.1 Transition plan for climate change mitigation [E1-1].....	45
2.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model [E1 SBM-3]	46
2.3 Impact, risk and opportunity management	49
2.3.1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities [E1 IRO-1].....	49
2.3.2 Policies related to climate change mitigation and adaptation [E1-2]	51
2.3.3 Actions and resources in relation to climate change policies [E1-3].....	54
2.4 Metrics and targets	56
2.4.1 Targets related to climate change mitigation and adaptation [E1-4].....	56
2.4.2 Energy consumption and mix [E1-5].....	57
2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions [E1-6]	60
3 ESRS E2 - Pollution	68
3.1 Impact, risk and opportunity management	68
3.1.1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities [E2 IRO-1].....	68
3.1.2 Policies related to pollution [E2-1].....	69
3.1.3 Actions and resources related to pollution [E2-2].....	70

3.2 Metrics and targets	71
3.2.1 Targets related to pollution [E2-3]	71
3.2.2 Pollution of air, water and soil [E2-4].....	72
4 ESRS E4 – Biodiversity and ecosystems	74
5 ESRS E5 – Resource Use and Circular Economy	75
5.1 Impact, risk and opportunity management	75
5.1.1 Description of the processes to identify and assess material resource use and circular economy- related impacts, risks and opportunities [E5 IRO-1].....	75
5.1.2 Policies related to resource use and circular economy [E5-1].....	76
5.1.3 Actions and resources related to resource use and circular economy [E5-2]	78
5.2 Metrics and targets	79
5.2.1 Targets related to resource use and circular economy [E5-3].....	79
5.2.2 Resource inflows [E5-4]	80
6 EU Taxonomy Disclosures	82
6.1 Regulatory framework and applicability	82
6.2 Methodology for determination of KPIs	82
6.3 Contextual financial information	83
6.4 Identification of Taxonomy-eligible activities	84
6.5 Taxonomy KPIs	86
PROPORTIONS OF TAXONOMY-ELIGIBLE, TAXONOMY-NON-ELIGIBLE AND POTENTIALLY TAXONOMY-ALIGNED REVENUE, CAPEX AND OPEX	86
PROPORTIONS OF TAXONOMY-ELIGIBLE, TAXONOMY-NON-ELIGIBLE AND POTENTIALLY TAXONOMY-ALIGNED REVENUE, CAPEX AND OPEX	87
7 ESRS S1 – Own Workforce	90
7.1 Strategy	90
7.1.1 Interests and views of stakeholders [S1 SBM-2].....	90
7.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model [S1 SBM-3].....	91
7.2 Impact, risk and opportunity management	92
7.2.1 Policies related to own workforce [S1-1].....	92
7.2.2 Processes for engaging with own workforce and workers’ representatives about impacts [S1-2]	94
7.2.3 Processes to remediate negative impacts and channels for own workforce to raise concerns [S1- 3].....	95
7.2.4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions [S1-4].....	96
7.3 Metrics and targets	98
7.3.1 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities [S1-5]	98
7.3.2 Characteristics of the undertaking’s employees [S1-6].....	98
7.3.3 Training and skills development metrics [S1-13]	101
7.3.4 Incidents, complaints and severe human rights impacts [S1-17].....	101

1 ESRS 2 - General Disclosures

1.1 Basis for preparation

1.1.1 General basis for preparation of sustainability statement [BP-1]

The Sustainability Statement for the fiscal year 2025 has been prepared on a consolidated basis for Logicom Public Limited (hereinafter “the Company” and together with its subsidiaries “the Group”), in accordance with the European Sustainability Reporting Standards (ESRS), introduced by Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023 supplementing Directive 2013/34/EU of the European Parliament and of the Council as regards sustainability reporting standards, as well as, applying Commission Delegated Regulation (EU) 2025/1416 of 11 July 2025 amending Delegated Regulation (EU) 2023/2772. The EU Taxonomy disclosures were prepared under the provisions of Regulation (EU) 2020/852.

The scope of consolidation for the sustainability statement is the same as the scope of consolidation applied in the Group’s financial statements. No subsidiary undertakings included in the consolidation are exempt from individual or consolidated sustainability reporting pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU. Furthermore, the Group has not applied any exemptions related to impending developments or matters under negotiation, as provided under Articles 19a(3) and 29a(3) of Directive 2013/34/EU.

The sustainability statement covers the Group’s upstream and downstream value chain to the extent relevant to its material impacts, risks and opportunities.

Upstream value chain coverage includes the procurement of technology products, hardware, software licenses and integrated solutions from global vendors and manufacturers. It also includes relationships with logistics providers transporting goods to the Group’s warehouses or directly to customers' premises, subcontractors supporting specialised technical services, professional service providers (such as auditors, legal advisors and consultants), financial institutions and other supporting partners involved prior to the Group’s own operational and distribution activities.

Own business activities include regional wholesale distribution of technology products and solutions, warehousing and inventory management, transportation and delivery under the Group’s operational control, project implementation and systems integration services, IT infrastructure deployment, business consulting services, managed services, sales and marketing activities, and administrative and support functions.

Downstream value chain coverage includes activities occurring after products and services are delivered to customers. This includes customer use of distributed technology products and integrated solutions, operation of deployed IT infrastructure, and end-of-life handling of hardware and equipment, including resale, refurbishment, recycling or disposal.

The Group has not used the option to omit information corresponding to intellectual property, know-how or the results of innovation.

The Group has not used any Member State option to omit disclosure of impending developments or matters in the course of negotiation.

1.1.2 Disclosures in relation to specific circumstances [BP-2]

1.1.2.1 Timeframes & Assessments Horizons

The Group applies the time horizon definitions set out in ESRS 1 section 6.4. Accordingly, short-term corresponds to the reporting period of one year, medium-term extends to periods of up to five years, and long-term refers to periods beyond five years. The Group has not applied different definitions of medium- or long-term time horizons.

1.1.2.2 Sources of estimation and outcome uncertainty

In accordance with ESRS 1 section 7.2, the Group has assessed the quantitative metrics and monetary amounts disclosed in the sustainability statement to identify those subject to a high level of measurement uncertainty.

The Group's sustainability disclosures include metrics based on both internal operational data and estimated value chain data. Metrics derived from internal records, including energy consumption, Scope 1 and Scope 2 emissions, employee headcount, training hours and workforce-related disclosures, are considered to be subject to a low level of measurement uncertainty. These metrics are primarily based on utility bills, supplier invoices, fuel reports, HR and payroll records (using standardized templates), internal training records and compliance or grievance registers.

The quantitative metrics subject to the highest level of measurement uncertainty relate primarily to Scope 3 greenhouse gas emissions disclosed under ESRS E1-6.

Scope 3 GHG emissions represent the majority of the Group's total GHG emissions and depend, to varying degrees, on data from the upstream and downstream value chain. As product-level, supplier-specific and logistics activity data are not available in full for the reporting period, the Group has used estimation techniques, proxy data and reasonable assumptions.

The main sources of measurement uncertainty include the use of spend-based emission factors, the application of sector-average or proxy emission factors, the use of financial data as a proxy for physical flows and assumptions regarding product lifecycle stages. For purchased goods and services, the Group used spend-based methodologies and product-category information to estimate emissions from hardware and service-related purchases. Where the available product category mix was derived from sales or portfolio data rather than direct procurement records, it was used as a proxy for the composition of purchased goods, reflecting the Group's distribution business model.

For transportation and distribution, uncertainty arises from the absence of detailed information on transport mode, distance, weight and tonne-kilometres. As a result, logistics emissions were estimated using spend-based methods and representative transport emission factors. This approach may not fully reflect the actual mix of air, sea, road, courier and handling activities.

For the use of sold products and end-of-life treatment of sold products, uncertainty arises from the absence of detailed product-level data on units sold, product lifetime, energy consumption during use, product composition, weight and disposal pathways. The Group therefore applied a proxy approach using spend-based emission factors for electronic equipment, adjusted using lifecycle allocation assumptions differentiated by major product category. These assumptions were informed by publicly available lifecycle assessment studies for ICT and electronic equipment. The resulting estimates should be interpreted as order-of-magnitude estimates rather than product-specific lifecycle assessments.

Key assumptions, approximations and judgements applied include:

- the use of sales or portfolio mix as a proxy for the composition of purchased and sold hardware products;
- the use of spend-based emission factors where supplier-specific or activity-based data was not available;
- the application of representative emission factors where country-specific or activity-specific factors were unavailable;
- the use of logistics spend as a proxy for freight activity in the absence of tonne-kilometre data;
- regional delivery-rate assumptions were applied based on market characteristics and global e-commerce benchmarks regarding downstream transportation and distribution
- the allocation of estimated lifecycle emissions between use phase and end-of-life treatment based on product-category assumptions; and
- the use of revenue and cost of goods sold as proxies for the volume of products placed on the market.

The Group considers that the estimation approaches applied provide a reasonable basis for reporting its material value chain emissions in the first year of ESRS reporting. However, the level of measurement uncertainty for Scope 3 emissions is higher than for Scope 1, Scope 2, energy and workforce metrics, which are based mainly on internal records and directly observable data.

Other disclosed metrics are subject to low levels of measurement uncertainty, as they are based primarily on internal, verifiable data sources rather than estimation techniques.

These include:

- Scope 1 and Scope 2 emissions, which are derived from metered energy consumption, fuel invoices and supplier data (E1-5);
- Energy consumption metrics, based on utility bills and internal records (E1-5); and
- Social metrics disclosed under ESRS S1, including workforce data, which are based on internal HR and payroll records.

These metrics are supported by established internal data collection processes and controls and do not rely on significant assumptions or proxy methodologies.

No monetary amounts disclosed in the sustainability statement are considered to be subject to a high level of measurement uncertainty. Financial data, including revenue and cost of goods sold used as input parameters in certain calculations, are derived directly from audited financial statements and are therefore considered to be subject to low measurement uncertainty. However, where such financial data is used as a proxy in emission calculations, uncertainty arises from the estimation methodologies rather than from the underlying monetary amounts.

Forward-looking information disclosed in the sustainability statement, including expected future improvements, planned actions, potential strategy developments and anticipated effects of sustainability-related risks and opportunities, is inherently uncertain. Such information depends on future events, including changes in regulation, market conditions, technology, supplier practices, customer behaviour and data availability.

The Group intends to improve the accuracy of its sustainability metrics in future reporting periods by enhancing data collection processes, increasing the use of supplier-specific and activity-based data where feasible, improving logistics data granularity, and refining product-level assumptions for sold-product lifecycle emissions.

1.1.2.3 Changes in the preparation or presentation of sustainability information

This is the first reporting period in which the Group has prepared its sustainability statement in accordance with ESRS. Previous sustainability reporting was prepared in accordance with the GRI Standards. As a result, comparative information consistent with ESRS requirements is not presented, as it would be impracticable to restate prior period information prepared under a different reporting framework.

During the reporting period, the Group has included Demetra Holdings Plc within a scope of consolidation. Demetra Holdings Plc is engaged primarily in real estate management and in holdings and participations in listed and private entities, with activities that are administrative and investment-oriented in nature and a limited operational footprint.

In accordance with ESRS 1 §102–104, the Group assessed whether the inclusion of this entity would require a revision of the Double Materiality Assessment. Based on this assessment, no revision was deemed necessary, as the types of impacts, risks and opportunities associated with Demetra Holdings Plc fall within the scope of those already identified at Group level, in particular those related to resource use, energy consumption, climate-related risks and workforce-related matters. No new or significantly different IROs were identified that would materially alter the outcome of the Group's existing assessment. In addition, Demetra Holdings Plc is considered immaterial in size in relation to the rest of the Group.

The entity is therefore considered to be appropriately covered within the Group's Double Materiality Assessment, and relevant quantitative data, where applicable (e.g. energy consumption and emissions), has been incorporated into the Group's disclosures.

Demetra Holdings Plc does not, however, fall under the same governance and management framework as the rest of the Group in relation to sustainability matters and does not currently maintain a dedicated sustainability-related policy framework. As a result, disclosures relating to policies, actions, targets and strategic commitments presented in this report do not extend to this entity. The sustainability-related policies, procedures, actions and targets described in this report apply to the Group's core operational entities and are not representative of Demetra Holdings Plc's current governance or management approach to sustainability matters.

1.1.2.4 Reporting errors in prior periods

No material prior period errors have been identified.

1.1.2.5 Use of other standards, incorporation by reference and external assurance

The sustainability statement has been prepared exclusively in accordance with ESRS and does not incorporate disclosures required by any other sustainability reporting standards or frameworks.

The Group has not incorporated any ESRS disclosure requirements or datapoints by reference.

1.1.2.5 Phase-in disclosures relating to materiality, strategy, targets, policies, actions and metrics

In accordance with ESRS 2 BP-2 and Appendix C of ESRS 1, as amended by Commission Delegated Regulation (EU) 2025/1416, Logicom has applied the applicable phase-in provision for the first year of preparation of its sustainability statement. Although Logicom exceeds an average of 750 employees, the amended Regulation permits the temporary omission of certain disclosure requirements. Accordingly, Logicom has omitted the following disclosures in line with the relevant phase-in timelines:

- ESRS E1 – Climate Change: E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities
- ESRS E2 – Pollution: E2-6 – Anticipated financial effects from material pollution-related risks and opportunities
- ESRS E4 – Biodiversity and ecosystems: The phased-in relief will be applied in full and therefore under this provision the Group will omit all disclosures related to ESRS E4. However, it will disclose certain summarized information on this topic as it has been assessed as material through the Double Materiality Assessment based on ESRS 2 §17 requirements. The relevant disclosures are described in section 4 ESRS E4 – Biodiversity and ecosystems.
- ESRS E5 – Resource Use and Circular Economy: E5-6 Anticipated financial effects from material resource use and circular economy-related risks and opportunities
- ESRS S1 – Own Workforce: S1-7 Characteristics of non-employees in the undertaking's own workforce and S1-11 Social protection

Logicom has nevertheless conducted a double materiality assessment in accordance with ESRS 1, covering all sustainability topics. Where sustainability topics are assessed as material, the omission of the above disclosures reflects the application of phase-in provisions only and not a conclusion on non-materiality.

1.1.2.6 Scope and application of strategy and sustainability-related policies, targets and actions

The sustainability strategy is a part of the Analysis and Strategy Report and applies to the majority of the Group's entities (Logicom Public Ltd, Logicom Solution Cyprus, Logicom Solutions Greece, Newcytech Business Solutions, Newcytech Distribution). Specifically, the strategy provides a common reference for the Group, while the manner of application may vary across entities depending on their specific activities and circumstances.

In addition, the Group's sustainability-related policies are defined at Group level and apply consistently across all entities within Logicom. However, sustainability-related targets, corresponding metrics and actions are currently established and implemented at entity level through structured management systems. Specifically, these arise from the Integrated Management System (IMS) applied at Logicom Public Ltd and from ISO 14001-certified Environmental Management Systems implemented at Logicom Public Ltd and Logicom Solutions Ltd. As a result, the associated targets, metrics and actions apply only to the entities covered by these systems. Nevertheless, the procedures, controls and practices developed under the IMS and ISO 14001 frameworks are used, where applicable, as reference points and guiding principles by other Group entities, supporting alignment in sustainability management practices across the Group.

1.2 Governance

1.2.1 The role of the administrative, management and supervisory bodies [ESRS 2 GOV-1]

1.2.1.1 Board of Directors

The Board of Directors comprises six members, including two executive directors and four non-executive directors.

Independent non-executive directors represent 67% of the Board i.e. four out of six members.

With regard to gender diversity, the composition of the Board at 31 December 2025 was 100% male and 0% female. During the reporting period, one female member served on the Board until 19 June 2025.

Administrative, management and supervisory bodies of the Group are informed of and consider employee views and feedback gathered through internal communication and engagement mechanisms, including ad-hoc staff meetings and internal consultation processes. The undertaking does not include representatives of employees or other workers in its administrative, management or supervisory bodies. The composition of these bodies is determined in accordance with the undertaking's governance structure and applicable national legislation.

Collectively, the members of the Board possess significant experience relevant to the Group's sectors, products and geographic footprint. This includes expertise in IT distribution, technology solutions and integration services, multi-jurisdictional operations, financial oversight, corporate governance and risk management across the regions in which the Group operates.

The Board is responsible for the overall oversight of the strategy, governance framework and risk management, including material sustainability-related impacts, risks and opportunities. No individual member of the Board has sole or primary responsibility for sustainability-related matters. Instead, these matters are addressed at Board level through the relevant committees operating under its authority. In particular, responsibility for the review and monitoring of sustainability-related matters is delegated to the Corporate Social Responsibility (CSR) Committee, which reports to the Board and supports it in fulfilling its oversight responsibilities in this area.

1.2.1.2 Board Committees

The CSR Committee, appointed by the Board of Directors, is responsible for oversight of sustainability-related impacts, risks and opportunities.

Its responsibilities include:

- overseeing the formulation and review of the CSR strategy,
- reviewing the results of the materiality assessment and identified material impacts, risks and opportunities,
- monitoring progress against sustainability objectives and targets,
- overseeing sustainability reporting and related disclosures.

The Executive Management Committee supports the CSR Committee in the implementation of the Group's sustainability strategy. The CSR Operational Team, composed of representatives from various business functions, is responsible for operational execution and reports to the Executive Management Committee on progress, performance and identified issues.

These roles and responsibilities are reflected in the Group's governance framework and internal mandates.

1.2.1.3 ESG and sustainability governance arrangements

Management plays a central role in the identification, assessment, monitoring and management of sustainability-related impacts, risks and opportunities.

Sustainability-related risks and opportunities are integrated within the Group's existing risk management framework as defined in the Group Manual (Chapter 2 – Analysis and Strategy). Following the analysis of the internal and external environment and the performance of risk assessments, the Management Committee, together with the Integrated Management System/Quality Manager, determines risk owners, mitigation actions, opportunities for improvement and associated time plans. In determining mitigation actions, consideration is given to operational and financial requirements, significant environmental impacts, compliance obligations and technological options.

Residual risks are presented for approval to the Managing Director. Oversight is exercised through regular management meetings and reporting to the Executive Management Committee and the CSR Committee.

During the reporting period, the Group conducted its first formal assessment of material sustainability-related impacts, risks and opportunities. The assessment involved relevant departments, including IMS, HR and Finance, and the results were communicated to management and are subject to oversight by the CSR Committee and the Board.

The Board and senior executive management oversee the setting of sustainability-related targets linked to material impacts, risks and opportunities. Progress towards such targets is monitored through biannual reviews at Executive Management Committee and Board level.

The composition of the CSR Committee largely overlaps with the Board of Directors, as three of its four members are also Board members, with the fourth member being the Marketing Director. As a result, the sustainability-related expertise of the CSR Committee and the Board is substantially aligned. Collectively, both bodies bring experience in governance, risk management, business conduct, environmental matters and social responsibility, which supports their oversight of sustainability-related matters.

In particular, expertise in governance and risk management supports oversight of climate-related and resource-related financial risks, including exposure to natural resource depletion, upstream supply

dependencies and energy transition risks (ESRS E1, E5), as well as risks associated with biodiversity-related regulatory developments (ESRS E4). This includes monitoring potential cost impacts, regulatory requirements and mitigation actions.

Experience in environmental matters enables the Board to oversee the Group's negative environmental impacts and related risks, including air emissions from transportation activities (ESRS E2), ensuring that operational practices, controls and improvement measures are in place to manage environmental performance and compliance obligations.

Furthermore, expertise in social responsibility and business conduct supports oversight of the Group's positive impacts on its own workforce (ESRS S1), including secure employment through permanent contracts and the development of workforce skills and capabilities, which contribute to workforce stability, employee well-being and operational effectiveness.

Where additional expertise is required, the Group leverages external sustainability advisors and training initiatives to enhance its capability to manage material sustainability impacts, risks and opportunities.

1.2.2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies [GOV-2]

During the reporting period, the results of the materiality assessment and the identified material impacts, risks and opportunities are presented by the Head of Reporting to the CSR Committee during its meetings. The CSR Committee subsequently informs the Board of Directors annually, and at its following meetings of any relevant sustainability-related matters arising from its discussions where necessary.

The information provided to the CSR Committee, and subsequently communicated to the Board, includes the results of the IRO assessment, updates on the implementation of sustainability-related policies and actions, including due diligence processes, and progress against related metrics and targets where applicable. This also includes information on the results and effectiveness of such policies, actions, metrics and targets.

Sustainability matters are reviewed periodically at Executive Management Committee and Board meetings as part of strategy and risk oversight.

Consideration in strategy, major transactions and risk management

The Board and Executive Management consider sustainability-related impacts, risks and opportunities in:

- the development and review of the strategy,
- the assessment of significant operational and investment decisions,
- the Group's enterprise risk management process.

While the organization intends for sustainability-related risks to be assessed as part of the broader risk management framework, including environmental impacts, compliance obligations and business continuity considerations, these are currently being assessed independently as part of the sustainability reporting process.

Where relevant, trade-offs between financial, operational and sustainability considerations are assessed by management and presented to the Board for oversight.

Material impacts, risks and opportunities addressed during the reporting period

During the reporting period, the administrative, management and supervisory bodies addressed, among others, the following material sustainability matters:

- Climate change adaptation (ESRS E1 – Climate Change), comprising risks related to the Group’s exposure to natural resource depletion and upstream supply dependencies;
- Energy consumption (ESRS E1 – Climate Change), comprising risks associated with the Group’s European distribution and services operations;
- Air pollution (ESRS E2 – Pollution), comprising both a negative environmental impact associated with emissions from transportation vehicles used in the Group’s logistics activities, and related risks arising from regulatory requirements and cost exposures;
- Biodiversity and ecosystems (ESRS E4), comprising regulatory and compliance risks linked to climate change as a direct driver of biodiversity loss arising from the Group’s operations;
- Resource inflows and resource use (E5 – Circular Economy), comprising risks within the circular economy context, related to the Group’s dependence on upstream natural resource availability and resource use within its operations;
- Secure employment (S1 – Own Workforce) comprising a positive impact arising from the provision of permanent employment contracts within the Group’s own operations, contributing to workforce stability and employee security; and
- Training and skills development (S1 – Own Workforce) comprising a positive impact linked to strengthening workforce capabilities in logistics operations, addressing skill gaps and supporting productivity and service quality over the medium term.

These matters were addressed in the context of the Group’s first formal IRO assessment and the subsequent update of its sustainability strategy.

1.2.3 Integration of sustainability-related performance in incentive schemes [GOV-3]

The Group does not currently operate incentive schemes or remuneration policies for members of its administrative, management and supervisory bodies that are linked to sustainability matters.

During the reporting period, sustainability-related performance metrics, targets or impacts were not included as performance benchmarks in remuneration policies, and no portion of variable remuneration was dependent on sustainability-related targets or impacts.

Accordingly, the disclosure requirements set out in paragraph 29(a)–(e) of ESRS 2 GOV-3 are not applicable for the reporting period.

1.2.4 Statement on due diligence [GOV-4]

Core elements of due diligence	Reference within the sustainability report
a) Embedding due diligence in governance, strategy and business model	1.2.1 The role of administrative, management and supervisory bodies [GOV-1]; 1.2.4 Statement on due diligence [GOV-4]; 1.3.1 Strategy, business model and value chain [SBM-1]; 1.3.3 Material impacts, risks and opportunities and their interaction with strategy and business model [SBM-3]
b) Engaging with affected stakeholders in all key steps of the due diligence	1.3.2 Interests and views of stakeholders [SBM-2]; 6.2.2 Processes for engaging with own workforce [S1-2]
c) Identifying and assessing adverse impacts	1.3.3 Material impacts, risks and opportunities [SBM-3]; 1.4.1 Description of the process to identify and assess material impacts, risks and opportunities [IRO-1]
d) Taking actions to address those adverse impacts	2.3.3 Actions and resources in relation to climate change policies [E1-3]; 3.1.3 Actions and resources related to pollution [E2-2]; 5.1.3 Actions and resources related to resource use and circular economy [E5-2]; 6.2.4 Taking action on material impacts on own workforce [S1-4]
e) Tracking the effectiveness of these efforts and communicating	1.2.2 Information provided to administrative, management and supervisory bodies [GOV-2]; 1.2.5 Risk management and internal controls over sustainability reporting [GOV-5]; 2.4 Metrics and targets [E1-4 to E1-6]; 3.2 Metrics and targets [E2-3 and E2-4]; 5.2 Metrics and targets [E5-3 and E5-4]; 6.3 Metrics and targets [S1-5, S1-6, S1-13 and S1-17]

1.2.5 Risk management and internal controls over sustainability reporting [GOV-5]

During the reporting period, the Group did not yet have a formalised and documented internal control framework specifically dedicated to sustainability reporting. However, sustainability reporting is subject to existing governance, risk management and management review processes.

Scope and main features

The sustainability reporting process is coordinated centrally and relies on information provided by relevant internal functions, including finance, operations and human resources. Oversight is exercised by senior management as part of the Group's broader governance framework. Existing internal controls applicable to financial and operational reporting processes are relied upon where relevant.

In particular, the Group applies elements of its established financial reporting control framework, as defined in the Group Policies and Procedures Manual, to support the preparation and validation of sustainability-related information. These controls are primarily executed on an annual basis and involve multiple levels of review and approval.

Key control activities include the collection and submission of data from subsidiary entities by designated local teams, followed by central consolidation processes performed by the Group Senior Reporting Officer. This includes checks for completeness, and consistency of reported information, as well as the identification and resolution of discrepancies. In the case of HR, group-wide data is readily available centrally and requires no consolidation.

The consolidation of reported data are supported through the use of structured consolidation files. Consolidated data and reported information are reviewed by the Group Financial Controller and subsequently by the Group Chief Financial Officer, ensuring segregation of duties and layered oversight within the reporting process.

Formal review and approval controls are embedded at multiple levels. The consolidated outputs are subject to review by senior management and are ultimately presented to the Audit Committee and the Board of Directors for review, discussion and approval.

Evidence of control execution is maintained through documented records, including consolidation files, internal review notes and formally approved reports. These records support traceability and auditability of the reporting process.

The Group is in the process of formalising a sustainability reporting procedure, which will define roles and responsibilities, data validation processes, documentation requirements and internal review mechanisms. Once finalised and approved, the internal control framework over sustainability reporting will be subject to review by the Internal Audit function.

Risk assessment approach

Sustainability-related risks are currently assessed primarily through the Group's double materiality assessment as part of the sustainability reporting process and will later be integrated into existing enterprise risk management processes. Risks are prioritised based on qualitative and quantitative assessment of severity, likelihood and potential financial implications.

Main risks and mitigation measures

The main risks identified in relation to sustainability reporting include:

- Risk of incomplete data collection across jurisdictions and functions;
- Risk of inaccuracies due to evolving methodologies and data estimation processes;
- Risk of inconsistent interpretation of ESRS requirements;
- Risk of delayed data submission affecting reporting timelines.

Mitigation measures currently include management-level review of reported information, cross-functional coordination, and alignment with the Group’s existing reporting processes. Further formalisation of controls is planned as part of the development of the sustainability reporting procedure.

Integration into internal functions and processes

Findings from the materiality assessment and sustainability risk identification process are communicated to relevant internal functions, including Reporting, IMS and HR departments, to support data collection and process alignment where necessary. Data is collected from subsidiary entities and consolidated at Group level by the Group Senior Reporting Officer, with identified issues communicated back to the respective teams for correction. The consolidated information is reviewed by the Group Financial Controller, who holds responsibility for the completeness and consistency of the reporting prior to submission to the Group Chief Financial Officer and senior management for approval. As the sustainability reporting framework matures, these findings will be further embedded into operational and financial reporting processes.

Periodic reporting to administrative, management and supervisory bodies

Sustainability-related matters, including material impacts, risks and opportunities and key reporting developments, are reported to senior management. As the internal control framework over sustainability reporting is being formalised, structured annual reporting on control effectiveness and risk findings will be incorporated into governance processes.

1.3 Strategy

1.3.1 Strategy, business model and value chain [SBM-1]

1.3.1.1 Significant groups of products and services

The Group’s principal activity is the regional wholesale distribution of high technology products and services and the provision of turnkey integrated solutions.

Its significant groups of products and services include those listed below. These have been considered significant on the basis of their direct connection to the Group’s actual material sustainability-related impacts, in particular those identified under ESRS S1 (Own Workforce), such as secure employment and training and skills development, which apply consistently across all business activities and operations, rather than based on a quantitative revenue threshold.

Significant groups of products and services

- Wholesale of IT hardware and software products;
- Provision of turnkey integrated IT solutions;
- Business consulting services;
- Business software solutions;
- IT infrastructure solutions;
- Managed services.

The Group also includes Demetra Holdings Plc, which is engaged in real estate management and in holdings and participations in listed and private entities. However, the Group's significant operations are concentrated in the IT products and services sector.

There were no material changes in significant product or service groups during the reporting period.

1.3.1.2 Significant markets and customer groups

The Group operates across Europe and the Middle East, serving a broad customer base. The main customer groups are presented below to describe the Group's business model and how its products and services are delivered. These activities rely on the Group's workforce and accordingly the material sustainability-related matters identified under ESRS S1 (Own Workforce), including secure employment and training and skills developments, are relevant to the Group's operations. Significant customer groups:

- IT resellers and system integrators;
- Corporate and enterprise customers;
- Public sector entities.

There were no material changes in significant markets or customer groups during the reporting period.

1.3.1.3 Employees by geographical area

As at the reporting date, the Group employed 886 employees.

Geographical breakdown:

Country	Number of employees (head count) at 31/12/25
CYPRUS	276
UAE	189
SAUDI ARABIA	150
GREECE	111
OTHER COUNTRIES	160

1.3.1.4 Products banned in certain markets

The Group does not offer products or services that are banned in the markets in which it operates.

1.3.1.5 Revenue and ESRS sector exposure

Total gross revenue for the reporting period amounted to €1,236m (net €873m), broken down by operating segment described below, as disclosed in the consolidated financial statements and as required by IFRS 8 Operating segment:

The following summary describes the operations in each of the Group's reportable segments:

- European markets distribution segment - This segment operates mainly in the distribution of high technology products in Cyprus, Greece, Italy, Germany and Malta.

- Middle East distribution segment - This segment operates mainly in the distribution of high technology products in United Arab Emirates and Saudi Arabia.
- Other markets distribution segment - This segment operates mainly in the distribution of high technology products in countries that the Group operates in other than the countries mentioned above. This segment also includes the results from joint ventures.
- Services segment - This segment operates mainly in the provision of software solutions and integrated IT solutions to customers in Cyprus and abroad. This segment also includes the results from the associated company and investments in public companies.

Operating Segment	Sales (€) (in million)
European Markets Distribution Segment	230
Middle East Markets Distribution Segment	819
All other Segments	105
Services Segment	82

The Group has not formally adopted ESRS sector classification. Based on its activities, the Group does not operate in sectors requiring specific disclosure under paragraph 40(d), including:

- Fossil fuel extraction, production or distribution;
- Chemicals production;
- Controversial weapons;
- Tobacco cultivation or production.

The Group does not derive revenue from such activities.

1.3.1.6 Sustainability-related goals

The Group's sustainability-related goals are defined within its broader business strategy and are informed by the outcomes of the Double Materiality Assessment (DMA), which identified both material impacts and material risks and opportunities across environmental and social topics. In line with ESRS requirements, the identification of significant product and service groups and customer categories is linked specifically to actual material impacts or material potential negative impacts of the undertaking, rather than to financially material risks or opportunities alone.

In relation to its products and services, the Group's significant activities include both its core distribution of technology products and the provision of solutions and services. These are considered significant due to their linkage to material actual impacts, particularly:

- environmental impacts associated with resource use, energy consumption and logistics activities (E1, E2, E4, E5); and
- positive workforce-related impacts, including secure employment and training and skills development (S1.IRO.1, S1.IRO.13).

These impacts arise across logistics, distribution and service delivery activities and therefore apply across the Group's main product and service categories.

In the same context, customer groups are taken into consideration in how the Group's material sustainability-related matters are reflected in its operations and existing initiatives. Workforce-related

objectives, such as secure employment and the development of skills and capabilities, support the effective and reliable delivery of services across the Group's activities. In addition, environmental goals implemented through operational initiatives (e.g. resource use management and emissions monitoring) influence the sustainability profile of the products and services delivered to customers. As such, customer groups are directly connected to the implementation and outcomes of the Group's sustainability-related goals, which are currently monitored primarily through entity-level targets and initiatives.

From a geographical perspective, sustainability-related goals are currently implemented primarily at entity level, particularly within Cyprus-based entities where ISO 14001-certified Environmental Management Systems and related target-setting processes are in place. This reflects a pilot-based approach, whereby sustainability initiatives and targets are first developed within entities where formal management systems are established, before being progressively expanded to the wider Group. At the same time, the DMA considered location-specific regulatory, environmental and socio-economic conditions, and certain geographies were assessed separately where heightened risk or impact exposure was identified.

The Group's sustainability-related goals are also linked to its relationships with key stakeholders, including employees, suppliers, customers and regulatory authorities. Stakeholder engagement processes described in this report, including both current and historic engagement, have informed the identification and prioritisation of material sustainability matters and have therefore influenced the focus of existing initiatives and targets. While these goals are broadly relevant to all stakeholder groups, certain initiatives affect specific stakeholders more directly. For example:

- workforce-related practices and initiatives directly affect employees; and
- the incorporation of environmental criteria into supplier evaluation processes directly affects suppliers, particularly in the context of managing upstream environmental impacts associated with resource inflows.

At present, sustainability-related goals are operationalised primarily through entity-level initiatives. These include environmental targets under ISO 14001 (e.g. reduction of paper consumption), climate-related actions and entity-level emissions reduction planning, as well as workforce-related practices supporting secure employment and continuous training and development. These initiatives demonstrate that sustainability-related goals are embedded in operational practices, although they are not yet formalised as measurable, time-bound targets at Group level.

The Group is in the process of further developing its sustainability strategy in alignment with ISO 26000 principles, with a structured review cycle of approximately three years. The latest revision is being undertaken in 2026 and is expected to further formalise sustainability-related goals across the Group, including the progressive consolidation of entity-level initiatives into a more comprehensive Group-wide framework aligned with identified material impacts, risks and opportunities.

1.3.1.7 Assessment of products and markets in relation to sustainability goals

The Group has assessed the alignment of its significant products and services, and its significant markets and customer groups, with its sustainability-related goals, taking into account the nature of its business model and the outcomes of the Double Materiality Assessment.

In relation to its products and services, the Group's core activities as a distributor of IT hardware and software products and provider of technology solutions are partially aligned with its sustainability-related goals. On the one hand, these activities are supported by internal goals and initiatives related to workforce stability, training and operational environmental management, which contribute to the consistent and responsible delivery of services. On the other hand, certain sustainability aspects, particularly those related to product design, material composition and the use of secondary raw materials, are largely determined by upstream vendors and are therefore outside the Group's direct control. As a result, the Group's ability to influence

sustainability outcomes at product level is currently indirect and primarily exercised through supplier evaluation and procurement-related processes.

In relation to customer groups, the Group's sustainability-related goals are reflected in the way its operations are carried out. Workforce-related objectives, including secure employment and the development of employee skills and capabilities, support the delivery of the Group's activities. In addition, environmental initiatives applied within operations are relevant to the products and services provided. From a geographical perspective, the alignment between business activities and sustainability-related goals is currently more developed in locations where formal management systems and targets are in place, particularly in Cyprus-based entities operating under ISO 14001-certified Environmental Management Systems and entity-level climate and resource use initiatives. This reflects a phased implementation approach, whereby sustainability practices are first established at entity level and are expected to be progressively extended across the Group's wider geographic footprint.

The Group's products, services, markets and customer relationships are conducted in line with its sustainability-related practices. Certain sustainability-related aspects, including upstream resource use and product characteristics, are influenced by factors outside the Group's direct control. Sustainability-related initiatives and guidance are developed with reference to the framework applied by the Group's Cyprus entities and are taken into account by other Group entities, with consideration given to local circumstances and operational scope.

1.3.1.8 Strategy elements impacting sustainability matters

The elements of the strategy that relate to sustainability matters are currently reflected in a combination of structured management systems, operational practices and the progressive development of a formalised sustainability framework. These include the implementation of ISO 14001-certified Environmental Management Systems at specific entity level (Cyprus only), the integration of sustainability considerations through the Double Materiality Assessment (DMA), and the development of a sustainability strategy aligned with ISO 26000 principles, which is subject to periodic review on a three-year cycle, with the latest revision underway in 2026.

These strategic elements support the identification, management and monitoring of sustainability-related impacts, risks and opportunities across the Group's operations and value chain. In particular, they underpin:

- the management of environmental aspects through operational controls and monitoring processes;
- the integration of environmental considerations into supplier evaluation and procurement processes;
- and
- the maintenance of workforce-related practices supporting secure employment and continuous training and development.

At the current stage, these elements are primarily implemented at entity level and are not yet fully consolidated into a Group-wide sustainability strategy or target framework.

The main challenges associated with the integration of sustainability into the strategy relate to the current level of maturity and the characteristics of its business model. These include:

- the existence of formally adopted, measurable and time-bound sustainability targets only at entity level but not at Group level;
- the specific characteristics of each entity across the Group
- limited direct control over product-level sustainability characteristics, such as material composition and circular design, which are determined by upstream suppliers; and
- the need to further develop data collection and measurement capabilities, particularly in relation to upstream resource use and value chain impacts.

In response to these challenges, the Group is in the process of advancing a number of key initiatives aimed at strengthening the integration of sustainability into its strategy. These include:

- the ongoing revision of the sustainability strategy in 2026, aligned with ISO 26000 principles, with the objective of formalising sustainability-related goals and improving alignment with identified material impacts, risks and opportunities;
- the progressive expansion of sustainability-related practices and initiatives from entity level to a more consistent Group-wide framework;
- the development of more structured measurement, monitoring and reporting processes as a basis for the future establishment of measurable targets; and
- the enhancement of supplier engagement and procurement-related processes to better address upstream sustainability impacts, particularly in relation to resource use and product characteristics.

Overall, while sustainability considerations are already embedded in specific elements of the Group's operations and management systems, their integration into a fully cohesive and Group-wide strategic framework remains under development. The initiatives outlined above are expected to support a more structured and comprehensive integration of sustainability into the strategy over time.

1.3.1.9 Business model and value chain

Business model overview

The Group operates as an intermediary distributor within the global technology value chain. It sources products from international technology vendors and distributes them to regional resellers, system integrators and enterprise customers.

Value creation is based on:

- Long-standing vendor relationships;
- Regional logistics and warehousing capabilities;
- Technical integration expertise;
- Customer relationship management.

Inputs and approach to securing inputs

Key inputs include:

- Technology products sourced from global suppliers;
- Skilled workforce;
- Warehousing and logistics infrastructure;
- Financial capital.

The Group secures inputs primarily through distribution agreements and long well-established supplier relationships under agreed terms of payment which are followed, supported by structured workforce management and training processes, established warehousing and logistics procedures, and prudent working capital management.

Outputs and outcomes

Outputs include:

- Distribution of technology hardware and software;
- Provision of integrated IT solutions;

- Managed and consulting services.

Outcomes include:

- Enabling digital infrastructure for customers;
- Supporting enterprise IT systems;
- Contributing to economic activity in the regions in which it operates.

Upstream and downstream value chain

Upstream value chain includes:

- Global technology manufacturers, vendors and suppliers;
- Logistics and transportation providers;
- Professional service providers;
- Financial institutions

Downstream value chain includes:

- IT resellers and system integrators;
- Corporate and public sector end customers.
- Activities occurring after delivery, including customer use and end-of-life handling of products

The Group occupies an intermediary position between technology manufacturers and regional markets. A more detailed description of the organisation's value chain can be found under 1.1.1 General basis for preparation of sustainability statement [BP-1].

The key impacts, risks and opportunities identified by the group and their relation to the business model and value chain can be found under 1.3.3 Material impacts, risks and opportunities and their interaction with strategy and business model [SBM-3].

1.3.2 Interests and views of stakeholders [SBM-2]

1.3.2.1 Stakeholder identification and engagement

The Group maintains an ongoing stakeholder mapping process identifying both internal and external stakeholders that may affect or be affected by its activities.

The Group has identified the following stakeholder categories:

Internal stakeholders

- Employees
- Executive Management
- Board of Directors

Capital providers

- Shareholders
- Financial institutions

Trade partners

- Vendors and technology suppliers
- Logistics providers

Business associates

- Professional advisors
- Legal advisors
- External auditors

Market stakeholders

- Customers (resellers, enterprise clients and public sector entities)

Other stakeholders

- Additional business or advisory relationships relevant to operations (where applicable)

Stakeholder engagement during the reporting period

In relation to the reporting period, the Group carried out an internal assessment process to identify and assess its sustainability-related impacts, risks and opportunities (IROs) as part of the enhanced double materiality assessment. This process involved management-led working sessions, during which relevant operational and functional representatives contributed to the identification, discussion and preliminary assessment of sustainability matters based on their areas of responsibility and expertise.

To complement the internal assessment and incorporate external perspectives, the Group conducted a structured stakeholder survey. The purpose of this engagement was to gather input from key external stakeholders to support the validation and prioritisation of identified sustainability-related impacts, risks and opportunities. Given the requirement for a more comprehensive and robust engagement process compared to previous years, the Group prioritised external stakeholder categories to ensure:

- Adequate response rates; and
- High-quality input from stakeholders with demonstrated sustainability knowledge and engagement maturity.

Stakeholder selection was based on two criteria:

1. Knowledge and maturity regarding sustainability matters; and
2. Demonstrated responsiveness in prior engagement processes.

Accordingly, engagement in relation to the reporting period occurred with the following stakeholder categories:

- Shareholders
- Banks
- Customers
- Vendors
- Logistics providers
- External auditors
- Legal advisors

- Professional advisors

Internal operational input was provided through management-led working sessions.

Organisation of engagement

Engagement was organised through:

- Structured internal working sessions for operational insights; and
- A structured external survey distributed to selected stakeholder categories.

The process was facilitated by sustainability consultants to ensure consistency, neutrality and methodological robustness.

Purpose of engagement

The purpose of stakeholder engagement was to:

- Identify and validate sustainability-related impacts, risks and opportunities;
- Strengthen the robustness of the double materiality assessment;
- Ensure that both internal operational insights and informed external perspectives were reflected in the materiality determination.

How outcomes are taken into account

Stakeholder feedback informed:

- The identification and scoring of impacts, risks and opportunities;
- The validation of preliminary materiality assessments;
- The final determination of material sustainability matters.

The results were communicated to management and relevant governance bodies and form part of the basis for sustainability disclosures and risk oversight.

1.3.2.2 Understanding of stakeholders' interests and views

The Group's understanding of the interests and views of its key stakeholders is primarily derived from the stakeholder engagement activities conducted as part of the Double Materiality Assessment (DMA), as described in section [IRO-1]. This process included both internal and external stakeholders, whose input was used to identify and assess material impacts, risks and opportunities across environmental and social topics.

Through this process, stakeholders expressed particular interest in areas related to environmental performance and workforce-related matters. Key themes identified included energy consumption and emissions, resource use and regulatory compliance, as well as workforce stability, secure employment and training and skills development. These views were reflected in the prioritisation of the Group's material sustainability matters, including climate change, resource use and own workforce-related topics.

These stakeholder views are expected to provide feedback to the Group's strategic focus on managing environmental impacts and workforce-related matters, particularly in the context of the upcoming review of the sustainability strategy planned for 2026. In this regard, stakeholder input will be considered in shaping priorities related to environmental management (e.g. emissions monitoring and resource use) as well as workforce-related practices such as secure employment and training and skills development. More broadly, the outcomes of stakeholder engagement provide an input to the ongoing development of the Group's

sustainability framework. As the sustainability strategy is further formalised and updated, stakeholder views are expected to be systematically considered in defining future priorities, initiatives and areas of focus.

1.3.2.3 Amendments to strategy or business model

The Group's approach to sustainability has evolved over time in response to changing stakeholder expectations and the outcomes of its materiality assessments. In earlier stages, sustainability-related priorities were focused on the establishment of governance frameworks and foundational policies addressing broad topics such as organisational governance, business conduct, human rights, anti-bribery and corruption, information security and environmental management. These were implemented through structured systems and certifications, including ISO 9001, ISO 14001, ISO 27001, ISO 37001 and alignment with ISO 26000 principles.

As these foundational elements have been progressively established, providing a solid governance structure without history of governance incidences, the focus of the Group's sustainability-related strategy has shifted towards more operational and performance-oriented matters. In particular, recent materiality assessments, informed by both internal and external stakeholder engagement, have identified topics such as environmental management (including energy use and emissions), resource use and workforce development (including training and skills development) as areas of increased relevance. This reflects a transition from framework-setting to the management and monitoring of measurable environmental and social performance.

In this context, the Group anticipates to further evolve its sustainability strategy by developing existing entity-level initiatives, including those implemented through ISO 14001 Environmental Management Systems and operational practices within Human Resources, towards a more structured and consistent Group-wide approach. This includes the potential expansion of pilot-phase initiatives and targets currently applied at entity level to broader Group-level frameworks, where appropriate.

The next formal revision of the Group's sustainability strategy is scheduled for 2026, in line with the ISO 26000-based strategy cycle. This review is expected to incorporate the findings of the current reporting cycle, including materiality assessment outcomes, stakeholder feedback and identified gaps in policy coverage, actions and targets. While no detailed roadmap or timeline has been formally defined beyond this review, the Group anticipates that further steps will focus on strengthening the alignment between identified material impacts, risks and opportunities and the corresponding policies, actions and targets at Group level.

These developments are expected to reinforce the Group's relationships with its stakeholders by demonstrating a progressive transition from general sustainability commitments to more targeted and performance-driven management of sustainability matters. In particular, enhanced transparency, more structured target-setting and increased integration of sustainability considerations into operational and procurement processes are expected to support stakeholder confidence and respond to evolving expectations from customers, suppliers, employees and regulators.

1.3.2.4 Information to administrative, management and supervisory bodies

The outcomes of stakeholder engagement are communicated to management and the relevant governance bodies as part of the materiality assessment review through structured reporting and feedback processes. In particular, the work, results and the sustainability report are presented to the CSR Committee during an annual dedicated meeting, where the findings and conclusions of the materiality assessment are discussed.

At Executive Management level, the sustainability statement, including the outcomes of stakeholder engagement, is circulated for review. Feedback, questions and comments are provided in writing and are subsequently assessed and incorporated into the final report where relevant.

Material sustainability matters identified through this process are considered by the CSR Committee and Executive Management in overseeing sustainability-related impacts, risks and opportunities.

1.3.3 Material impacts, risks and opportunities and their interaction with strategy and business model [SBM-3]

1.3.3.1 Material impacts, risks and opportunities

Sustainability matter	Material Impact (Positive/Negative) / Risk / Opportunity	Time Horizon	Location in value chain	Description of Impact/Risk/Opportunity	Connection to business model and strategy	Nature of involvement	Current and anticipated financial effects
Climate Change – Adaptation (ESRS E1)	Risk	Long-term	Upstream value chain	Climate-related pressures affecting the availability and cost of natural resources may increase production costs and disrupt supply continuity.	Operations depend on upstream resource availability and supplier reliability.	Through business relationships with upstream suppliers.	<p>Current: Exposure to upstream supply variability has not resulted in any material operational disruption to date; however, it is actively monitored through supplier management and procurement processes. No significant changes to the business model have been necessary.</p> <p>Anticipated: Potential increases in input costs and supply volatility may lead to higher procurement costs, potentially affecting operating margins and cash flows. These developments may require adjustments to procurement strategies, including supplier diversification, and may influence future capital allocation decisions. While no specific investment plans have been formalised at this stage, these risks will be considered in the upcoming update of the Group’s sustainability strategy and related risk management processes. Any related funding considerations are expected to be assessed as part of this process.</p>
Climate Change – Energy (ESRS E1)	Risk	Short-term	Own operations	Energy consumption in operations may increase exposure to higher operating costs and regulatory requirements, especially where electricity or fuels are sourced from non-renewable energy.	Energy consumption is integral to logistics infrastructure and operational activities.	Direct involvement through operational energy consumption and through logistic services cost incurred.	<p>Current: Energy costs are incorporated into operational decision-making, with initial actions undertaken to improve energy performance on buildings, including the gradual replacement of part of the vehicle fleet with lower-emission alternatives (hybrid/petrol vehicles). In addition, direct and indirect external logistics costs affect the final cost of products to the Group.</p> <p>Anticipated: Exposure to energy price volatility and regulatory requirements may result in increased operating costs, potentially affecting profitability and operating cash flows. These developments may influence further investment in fleet transition and energy efficiency measures, affecting future</p>

							capital expenditure, asset composition and continuous examination of further external logistic services options. While no formal commitments have been made, such considerations may impact future capital allocation decisions and operational planning. Any related funding considerations are expected to be assessed as part of the upcoming update of the Group's sustainability strategy.
Pollution – Air (ESRS E2)	Negative Actual Impact	Short-term	Own operations	Transportation and logistics activities generate air pollutant emissions from vehicle operations, contributing to air pollution.	Transport activities are a core component of the logistics business model.	Direct involvement through Group transport operations	<p>Current: Air emissions are an inherent outcome of logistics operations and are managed through operational controls and gradual fleet improvements, including the partial transition to lower-emission vehicles</p> <p>Anticipated: Further reductions in emissions can be achieved through continued own fleet renewal and efficiency improvements in the logistics operations. These actions may require ongoing operational expenditure and incremental capital investment, potentially affecting cost structures and cash flows over time. However, no significant changes to the Group's financial position or business model are currently anticipated. Any related funding considerations are expected to be assessed as part of the ongoing development of the Group's sustainability strategy.</p>
Pollution – Air (ESRS E2)	Risk	Short to medium-term	Own operations	Increasing environmental standards and regulatory requirements related to vehicle pollutants may lead to higher operational costs.	Logistics model relies on vehicle fleets and inbound logistics that may be subject to pollutants regulation.	Direct involvement through fleet and transport operations as well as acquired logistic services.	<p>Current: Regulatory requirements related to pollutants are monitored, with compliance managed through existing operational practices and initial fleet transition measures.</p> <p>Anticipated: Tightening regulatory standards may lead to increased compliance costs, affecting operating margins and cash flows. These developments may require additional investment in lower-emission technologies and fleet upgrades and alternative inbound logistic alternatives, influencing future capital expenditure and asset planning decisions. While no specific investment plans have been formalised, these risks will be considered in the upcoming update of the Group's sustainability strategy. Any related funding considerations are expected to be assessed as part of this process.</p>

Biodiversity and Ecosystems – Climate Change as a Direct Driver (ESRS E4)	Risk	Long-term	Own operations	Logistics operations contribute indirectly to climate change through emissions, which may affect ecosystems and biodiversity, increase regulatory exposure, and lead to indirect financial costs.	Operational emissions and energy use indirectly influence climate-related biodiversity drivers.	Direct operational activities contributing indirectly to climate pressures.	<p>Current: No direct operational disruptions have been identified; however, climate-related environmental considerations are monitored as part of broader sustainability and compliance processes.</p> <p>Anticipated: Increased regulatory focus on biodiversity and climate-related impacts may result in additional compliance requirements, potentially leading to higher operating costs and administrative burdens. These effects may influence operational processes and, to a limited extent, cost structures and cash flows. No significant impacts on the Group’s financial position have been identified at this stage. Any related funding considerations are expected to be assessed as part of the upcoming sustainability strategy review.</p>
Circular Economy – Resource Inflows Including Resource Use (ESRS E5)	Risk	Medium-to Long-term	Own operations and upstream value chain	High resource consumption in logistics operations and supply chain contributes to the depletion of natural resources and may increase exposure to regulatory pressures and associated financial impacts.	Logistics operations require continuous input of fuels and materials.	Through operational resource use and upstream supplier relationships.	<p>Current: Resource use (e.g. fuels and materials) is embedded in operations, with cost considerations reflected in day-to-day operational decision-making. No structural changes to the business model have been implemented.</p> <p>Anticipated: Potential increases in resource costs and regulatory pressures may lead to higher operating expenses, potentially affecting margins and cash flows. These developments may drive efficiency improvements and influence procurement and operational practices, including potential adjustments to supplier selection and resource use strategies. While no specific investment plans have been formalised, these considerations may affect future capital allocation decisions. Any related funding considerations are expected to be assessed as part of the upcoming update of the Group’s sustainability strategy.</p>
Own Workforce – Secure Employment (ESRS S1)	Positive Actual Impact	Short-term	Own operations	The majority of employees are hired under permanent contracts, supporting secure employment and income stability.	Stable employment relationships support operational continuity and workforce retention.	Direct involvement through employment practices and HR policies.	<p>Current: The provision of permanent employment contracts supports workforce stability, employee retention and continuity of operations.</p> <p>Anticipated: The Group expects to maintain this approach, supporting stable workforce conditions and consistent operational performance. This may contribute to sustained productivity levels and reduced recruitment and training costs over time, positively influencing operating efficiency and cash flows. No significant changes to the business model or financial position are anticipated. Any related funding</p>

							considerations are expected to be assessed as part of the Group's ongoing strategic planning processes.
Own Workforce – Training and Skills Development (ESRS S1)	Positive Actual Impact	Medium-term	Own operations	Provision of training and skills development opportunities enhances employee capabilities and helps address potential skill gaps.	Operational performance depends on skilled logistics and operational personnel.	Direct involvement through training and workforce development programmes.	<p>Current: Training and skills development initiatives contribute to maintaining workforce capability and operational effectiveness, supporting service quality.</p> <p>Anticipated: Continued investment in workforce development is expected to support productivity improvements, operational efficiency and service quality, with potential positive effects on financial performance over the medium term. These initiatives are expected to be maintained through ongoing operational expenditure rather than significant capital investment. Any related funding considerations are expected to be assessed as part of the upcoming update of the Group's sustainability strategy.</p>

1.3.3.2 Resilience of strategy and business model

The Group's resilience in relation to sustainability matters is assessed primarily through its Double Materiality Assessment (DMA) and the associated identification and evaluation of material impacts, risks and opportunities across its value chain. This process considers short-, medium- and long-term time horizons, as defined in ESRS 1, and incorporates forward-looking elements through the assessment of business-as-usual and transition-related risk drivers, including regulatory developments, cost pressures and supply chain dependencies.

In addition, as described in section E1 (Climate Change), the Group has undertaken climate-related scenario analysis to support the identification and assessment of climate-related risks. While this analysis provides feedback on the understanding of climate-related exposures and contributes to the overall assessment of resilience, it has not been applied as part of a comprehensive, Group-wide resilience analysis across all sustainability topics.

The assessment indicates that the strategy and business model demonstrate a degree of resilience to the identified material risks. This is primarily supported by the nature of the Group's operations as a distributor, which allows for a relatively flexible cost structure, the ability to adjust procurement practices (e.g. supplier diversification), and the gradual adaptation of operational assets (e.g. fleet transition). In addition, existing management systems, including the ISO 14001 Environmental Management System and established supplier evaluation processes at entity-level, provide a structured basis for monitoring and managing sustainability-related risks and impacts within both own operations and the upstream value chain.

At the same time, the assessment highlights that the Group's exposure to upstream dependencies, particularly in relation to resource availability, product characteristics and supplier practices, may limit its direct control over certain sustainability-related risk drivers. As a result, the current level of resilience is supported primarily through monitoring, operational adjustments and incremental improvements, rather than through fully integrated, long-term transformation measures.

Within the scope of the Group's DMA, ESRS G1 (Business Conduct) was assessed as a distinct topic across both impact and financial materiality dimensions. The assessment covered relevant sub-topics, including corporate culture, protection of whistleblowers, political engagement, management of relationships with suppliers (including payment practices), and corruption and bribery (including prevention, detection, training and incidents – none of which were reported during the 2025 period). In performing the assessment, the Group considered its business model, geographic footprint, third-party relationships and historical information on incidents, investigations or sanctions related to business conduct. Stakeholder input was incorporated in accordance with the DMA methodology and reflected in the scoring, calculations and application of materiality thresholds. Based on these considerations, the Group concluded that its inherent exposure to business conduct-related risks is limited and that no significant actual or potential impacts or financial risks were identified. Accordingly, applying the defined thresholds, ESRS G1 (Business Conduct) was assessed as not material for the reporting period.

No dedicated quantitative resilience analysis has been conducted across all sustainability matters during the reporting period. The current assessment is therefore based primarily on qualitative analysis informed by internal expertise, operational knowledge, and the structured evaluation of impacts and risks within the DMA process, as well as the Group's ongoing ISO 26000-aligned sustainability management and periodic verification cycles, which support the continuous reassessment of sustainability-related risks and priorities over time. The Group expects to further enhance its resilience assessment approach as part of the upcoming update of its sustainability strategy in 2026, including the potential expansion of scenario-based approaches and the integration of quantitative elements.

1.3.3.3 Changes compared to previous reporting period

The 2025 reporting period represents the first year in which a structured ESRS-aligned double materiality assessment was conducted. Accordingly, no prior ESRS-aligned baseline exists for comparison.

1.3.3.4 Coverage of disclosures

All material impacts, risks and opportunities identified fall within ESRS topical standards, namely ESRS E1, ESRS E2, ESRS E4, ESRS E5 and ESRS S1. No additional entity-specific IROs were identified as material.

1.4 Impact, risk and opportunity management

1.4.1 Description of the process to identify and assess material impacts, risks and opportunities [ESRS 2 IRO-1]

1.4.1.1 DMA methodology and assumptions

The company's process to identify and assess impacts, risks and opportunities (IROs) was conducted in alignment with the ESRS principle of double materiality, as defined in ESRS 1 sections 3.4 (impact materiality) and 3.5 (financial materiality). The assessment considered both actual and potential impacts on people and the environment, as well as sustainability-related risks and opportunities that may affect the Group's financial position, performance or cash flows.

The assessment was carried out in the context of the Group's specific business model, operational structure and value chain. Each identified IRO was linked to relevant business functions such as logistics, procurement, distribution and workforce management to ensure contextual relevance.

Particular attention was given to activities, business relationships and geographic areas considered more likely to give rise to adverse impacts, based on factors such as operational intensity, supply chain dependencies, exposure to regulatory and market conditions, as well as relevant socio-economic and cultural considerations. For example, certain geographies were assessed separately in relation to social matters, taking into account local conditions affecting aspects such as equality, working hours and workforce welfare. Where such heightened-risk areas were identified, they were assessed separately within the IRO identification and assessment process to ensure that their specific risk profile was appropriately captured and not diluted within broader Group-level assessments. These considerations were taken into account for the identification and prioritisation of IROs.

Assumptions were based on internal documentation, regulatory developments, sector benchmarks, stakeholder expectations, geographic footprint, supply chain characteristics and workforce structure. A structured scoring framework combining predefined quantitative criteria and qualitative judgement was applied consistently across all identified IROs.

1.4.1.2 Process to Identify, Assess, Prioritise and Monitor Impacts

The materiality assessment was embedded within the company's sustainability due diligence framework and aligned with the UN Guiding Principles on Business and Human Rights and OECD Guidelines.

The process followed a structured multi-step approach:

Identification

Potential and actual impacts were identified through structured interviews and working sessions with internal stakeholders across key departments, including HR, Finance, Operations and Procurement. Both own operations and upstream and downstream business relationships were considered.

Assessment

Negative impacts were assessed using the ESRS severity dimensions of scale, scope and irremediability. These dimensions were combined into a severity score and multiplied by likelihood. Positive impacts were assessed based on scale, scope and likelihood, in accordance with ESRS guidance.

Prioritisation and Threshold Determination

A two-stage scoring model was applied. In Stage 1, IROs were screened based on predefined scoring combinations. In Stage 2, a materiality threshold was established using average scoring results. The threshold methodology set ensures comprehensive coverage of potentially material impacts in order to avoid underestimation of matters relevant to the Group's operational footprint and value chain structure. The threshold was applied consistently across all IROs assessed and reflects the exercise of informed judgement permitted under ESRS 1.

Monitoring

As 2025 represents the first comprehensive ESRS-aligned assessment, formal monitoring mechanisms are being progressively formalised. Material IROs will be subject to periodic review by relevant departments, with escalation to the Executive Management Committee and CSR Committee where appropriate.

The process explicitly considered activities, business relationships and geographies with heightened sustainability risk exposure. Impacts arising through both own operations and business relationships were assessed based on the Group's connection to impact through its products and services. Further detail on how these factors are identified and assessed within the materiality assessment process is provided in Section 1.4.1.1 DMA methodology and assumptions.

Internal stakeholders contributed to identification and scoring. External stakeholders participated through structured surveys to validate relevance and severity. External sustainability advisors supported methodology design and interpretation to ensure methodological robustness.

1.4.1.3 Process for Risks and Opportunities with Financial Effects

Financial materiality was assessed independently, but in connection with impact materiality. The process considered how dependencies on workforce, supply chain partners and environmental systems may give rise to financial risks or opportunities.

Each risk and opportunity was evaluated based on potential economic impact, market influence and required investment or recovery capacity. These factors were aggregated into a magnitude score and combined with likelihood. The nature of the effect, including whether actual or potential and its short-, medium- or long-term time horizon (as defined in ESRS 1), was assessed qualitatively.

Sustainability-related risks were prioritised using this structured scoring model. While full integration into enterprise risk management processes is still under development, prioritised risks are expected to increasingly inform governance and business planning processes.

1.4.1.4 Decision-Making Process and Internal Controls

The identification, assessment and determination of material impacts, risks and opportunities are subject to a structured decision-making process embedded within the Group's sustainability governance and reporting framework, and carried out through day-to-day operations.

Initial identification and scoring of IROs are performed through working sessions and structured input from relevant internal functions, including HR, Finance, Procurement and Operations. The outputs of this process, including scoring results and proposed materiality conclusions, are consolidated and reviewed centrally to ensure consistency in the application of the methodology and scoring criteria.

The validated results of the Double Materiality Assessment are presented to senior management for review and challenge, including the Executive Management Committee. Following this review, the final outcomes are submitted to the CSR Committee, which operates under the authority of the Board of Directors and is responsible for oversight of sustainability-related matters. The CSR Committee reviews and endorses the material IROs and related disclosures, with the outcomes subsequently informing the content of the sustainability statement.

Internal control procedures are applied throughout the process to ensure reliability, consistency and traceability of information. These include:

- the use of predefined scoring methodologies and documented assumptions to ensure consistent application across all IROs;
- central consolidation and review of inputs and scoring results to identify inconsistencies or gaps;
- iterative validation through internal review and stakeholder feedback mechanisms; and

- alignment with existing reporting and governance processes, including those applied in financial and management reporting.

Responsibility for the final sustainability reporting output, including the accurate reflection of material IROs, lies with the Group Financial Controller, who performs a final review prior to submission for senior approval and Board-level oversight. This approach ensures that sustainability-related disclosures are subject to similar control principles as financial reporting, including defined roles, review procedures and documented approval steps.

1.4.1.5 Integration into Overall Risk Management

The process of identifying, assessing and managing sustainability-related impacts and risks is not yet fully integrated into the Group's overall risk management framework. As the 2025 reporting period represents the first year of a structured ESRS-aligned Double Materiality Assessment (DMA), the identification and evaluation of sustainability-related impacts and risks have been conducted as part of the sustainability reporting process, operating in parallel to existing enterprise risk management processes.

At this stage, sustainability-related risks are assessed and prioritised through the DMA using a structured methodology, as described in Sections 1.4.1.1 to 1.4.1.3. While this process is separate, it reflects similar principles to those applied in broader risk management, including the evaluation of likelihood, magnitude and time horizon, as well as the consideration of dependencies and potential financial effects.

The outcomes of the DMA are communicated to senior management and relevant governance bodies, including the Executive Management Committee and the CSR Committee, where they are considered in the context of broader business and strategic discussions. In this way, sustainability-related risks are indirectly incorporated into the Group's overall risk awareness and day-to-day decision-making processes, although they are not yet formally embedded within the Group's enterprise risk registers or risk management systems.

The Group recognises the importance of integrating sustainability-related risks into its overall risk management framework. As such, the progressive integration of material sustainability-related risks into enterprise risk management processes, including risk identification, monitoring and reporting mechanisms, is expected to form part of the ongoing development of the Group's sustainability strategy and governance framework. This includes the potential formal alignment of sustainability risk assessments with existing risk registers and the assignment of clear responsibilities for ongoing monitoring and management.

1.4.1.6 Integration of Opportunities into Overall Management Processes

The identification and assessment of sustainability-related opportunities are currently conducted as part of the Double Materiality Assessment (DMA) and broader sustainability reporting process and is not yet formally integrated into the Group's overall management processes.

At this stage, opportunities are identified and evaluated alongside risks using a structured methodology, with outcomes communicated to senior management and relevant governance bodies. These are considered in the context of strategic discussions where relevant, although no formal processes exist to systematically incorporate sustainability-related opportunities into business planning, investment decisions or performance management frameworks.

The Group anticipates the integration of sustainability-related opportunities into overall management processes to evolve as part of the ongoing development and upcoming revision of its sustainability strategy, including the potential alignment with strategic planning and operational decision-making processes.

1.4.1.7 Input Parameters

The materiality assessment was based on a structured combination of qualitative and quantitative input parameters designed to ensure consistency, relevance and alignment with the Group's operational and value chain context.

The following data sources were used:

- Internal documentation, including policies, risk registers, governance frameworks and prior sustainability-related analyses;
- Structured interviews and workshop inputs from internal stakeholders across key business functions, including HR, Finance, Procurement, Operations and Distribution;
- Publicly available sector benchmarks, regulatory developments and emerging sustainability standards relevant to the Group's geographic footprint and industry profile;
- Structured survey responses from selected external stakeholders, including customers, partners and sustainability experts, used to validate relevance and relative severity of identified IROs.

The scope of the assessment covered the Group's own operations and its upstream and downstream value chain activities. Impacts and dependencies were evaluated in connection with specific business functions (e.g. logistics, procurement and distribution) and relevant geographies. While the full operational footprint of value chain actors was not independently assessed, the analysis focused on the Group's connection to impacts through its products, services and business relationships, consistent with ESRS guidance.

Predefined scoring frameworks were applied to assess severity, likelihood and magnitude. Key input assumptions included:

- The scale, scope and irremediability of impacts on people and the environment;
- The Group's dependencies on external stakeholders, supply chain partners and environmental systems;
- The potential financial consequences of risks and opportunities, including effects on revenue, cost structure, competitiveness, required investments and recovery capacity;
- Known regional or sector-specific sustainability risks, including environmental stress factors and regulatory intensity.

Input parameters were applied consistently across all IROs assessed, and the scoring logic was documented to ensure transparency, traceability and replicability of the results.

1.4.1.8 Changes Compared to Prior Reporting Period

The 2025 reporting period represents the first year in which the company conducted a structured ESRS-aligned Double Materiality Assessment (DMA). As a result, there are no changes compared to a prior reporting period.

1.4.2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement [ESRS 2 IRO-2]

A table listing the disclosure requirements in ESRS covered by the undertaking's sustainability statement is provided below.

Logicom determined the material information to be disclosed in relation to the identified material impacts and financial risks based on the outcome of its Double Materiality Assessment (DMA), and the application of relevant EFRAG implementation guidance.

In particular, the Group applied the guidance set out in EFRAG ID 177 – Links between AR16 and Disclosure Requirements, which provides direction on linking material sustainability matters to ESRS disclosure requirements and assessing materiality at datapoint level, including metric-type disclosures. This approach ensured that, for each material impact, risk or opportunity, only the relevant disclosure requirements and associated datapoints were included, avoiding the inclusion of non-material information.

Information on the thresholds used in the materiality assessment can be found under 1.4.1.2 Process to Identify, Assess, Prioritise and Monitor Impacts.

Standard	Disclosure Requirement	Section / Sub-section of the Sustainability Statement	Reason not disclosed
ESRS 2	BP-1	1.1.1 General basis for preparation of the sustainability statement	
ESRS 2	BP-2	1.1.2 Disclosures in relation to specific circumstances	
ESRS 2	GOV-1	1.2.1 The role of the administrative, management and supervisory bodies	
ESRS 2	GOV-2	1.2.2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	
ESRS 2	GOV-3	1.2.3 Integration of sustainability-related performance in incentive schemes	
ESRS 2	GOV-4	1.2.4 Statement on sustainability due diligence	
ESRS 2	GOV-5	1.2.5 Risk management and internal controls over sustainability reporting	
ESRS 2	SBM-1	1.3.1 Strategy, business model and value chain	
ESRS 2	SBM-2	1.3.2 Interests and views of stakeholders	
ESRS 2	SBM-3	1.3.3 Material impacts, risks and opportunities and their interaction with strategy and business model	
ESRS 2	IRO-1	1.4.1 Description of the process to identify and assess material impacts, risks and opportunities	
ESRS 2	IRO-2	1.4.2 Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	
ESRS E1	ESRS 2 GOV-3	2.1.1 Integration of sustainability-related performance in incentive schemes	
ESRS E1	E1-1	2.2.1 Transition plan for climate change mitigation	
ESRS E1	ESRS 2 SBM-3	2.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model	
ESRS E1	ESRS 2 IRO-1	2.3.1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities	
ESRS E1	E1-2	2.3.2 Policies related to climate change mitigation and adaptation	
ESRS E1	E1-3	2.3.3 Actions and resources in relation to climate change policies	
ESRS E1	E1-4	2.4.1 Targets related to climate change mitigation and adaptation	
ESRS E1	E1-5	2.4.2 Energy consumption and mix	
ESRS E1	E1-6	2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions	
ESRS E1	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	Not material

ESRS E1	E1-8	Internal carbon pricing	Not material
ESRS E1	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	Phase-in
ESRS E2	E2 IRO-1	3.1.1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities	
ESRS E2	E2-1	3.1.2 Policies related to pollution	
ESRS E2	E2-2	3.1.3 Actions and resources related to pollution	
ESRS E2	E2-3	3.2.1 Targets related to pollution	
ESRS E2	E2-4	3.2.2 Pollution of air, water and soil	
ESRS E2	E2-5	Substances of concern and substances of very high concern	Not material
ESRS E2	E2-6	Anticipated financial effects from pollution-related impacts, risks and opportunities	Phase-in
ESRS E4	All DRs (ESRS 2.17)	4 Biodiversity and ecosystems	Quick-fix
ESRS E5	E5 IRO-1	5.1.1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	
ESRS E5	E5-1	5.1.2 Policies related to resource use and circular economy	
ESRS E5	E5-2	5.1.3 Actions and resources related to resource use and circular economy	
ESRS E5	E5-3	5.2.1 Targets related to resource use and circular economy	
ESRS E5	E5-4	5.2.2 Resource inflows	
ESRS E5	E5-5	Resource outflows	Not material
ESRS E5	E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	Phase-in
EU Taxonomy	-	6 EU Taxonomy Disclosures	EU Taxonomy
EU Taxonomy		6.1 Regulatory framework and applicability	
EU Taxonomy		6.2 Methodology for determination of KPIs	
EU Taxonomy		6.3 Contextual financial information	
EU Taxonomy		6.4 Identification of Taxonomy-eligible activities	
EU Taxonomy		6.5 Taxonomy KPIs	
ESRS S1	ESRS 2 SBM-2	7.1.1 Interests and views of stakeholders	

ESRS S1	ESRS 2 SBM-3	7.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model	
ESRS S1	S1-1	7.2.1 Policies related to own workforce	
ESRS S1	S1-2	7.2.2 Processes for engaging with own workforce and workers' representatives about impacts	
ESRS S1	S1-3	7.2.3 Processes to remediate negative impacts and channels for own workforce to raise concerns	
ESRS S1	S1-4	7.2.4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	
ESRS S1	S1-5	7.3.1 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	
ESRS S1	S1-6	7.3.2 Characteristics of the undertaking's employees	
ESRS S1	S1-7	Characteristics of non-employees in the undertaking's own workforce	Quick-fix
ESRS S1	S1-8	Collective bargaining coverage and social dialogue	Not material
ESRS S1	S1-9	Diversity metrics	Not material
ESRS S1	S1-10	Adequate wages	Not material
ESRS S1	S1-11	Social protection	Quick-fix
ESRS S1	S1-12	Persons with disabilities	Not material
ESRS S1	S1-13	7.3.3 Training and skills development metrics	
ESRS S1	S1-14	Health and safety metrics	Not material
ESRS S1	S1-15	Work-life balance metrics	Not material
ESRS S1	S1-16	Remuneration metrics (pay gap and total remuneration)	Not material
ESRS S1	S1-17	7.3.4 Incidents, complaints and severe human rights impacts	

1.4.3 List of data points in general and topic-related standards resulting from other EU legislation [ESRS 2 IRO-2]

Disclosure Requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference	Section / Sub-section or not material
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		1.2.1 (GOV-1)
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		1.2.1 (GOV-1)
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				1.2.4 (GOV-4)
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		1.3.1 (SBM-1)
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		1.3.1 (SBM-1)
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		1.3.1 (SBM-1)

ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1); Delegated Regulation (EU) 2020/1816, Annex II		1.3.1 (SBM-1)
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	2.2.1 (E1-1)
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book- Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		2.2.1 (E1-1)
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		2.4.1 (E1-4)
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				2.4.2 (E1-5)

ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				2.4.2 (E1-5)
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				2.4.2 (E1-5)
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		2.4.3 (E1-6)
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		2.4.3 (E1-6)
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material / Not disclosed
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II; Delegated Regulation (EU) 2020/1816, Annex II		2.4.6 (E1-9)

ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)					2.4.6 (E1-9)
ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk			2.4.6 (E1-9)
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralised by immovable property - Energy efficiency of the collateral			2.4.6 (E1-9)
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		2.4.6 (E1-9)
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and	Indicator number 8 Table #1 of Annex 1; Indicator number 2 Table #2 of Annex 1; Indicator number 1 Table #2 of Annex 1; Indicator				3.2.2 (E2-4)

Transfer Register) emitted to air, water and soil, paragraph 28	number 3 Table #2 of Annex 1				
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material / Not disclosed
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material / Not disclosed
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material / Not disclosed
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material / Not disclosed
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material / Not disclosed
ESRS 2- IRO 1 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material / Not disclosed
ESRS 2- IRO 1 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material / Not disclosed
ESRS 2- IRO 1 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material / Not disclosed
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material / Not disclosed
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material / Not disclosed

ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material / Not disclosed
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				5.2.3 (E5-5)
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				5.2.3 (E5-5)
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Not material / Not disclosed
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Not material / Not disclosed
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				6.2.1 (S1-1)
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		6.2.1 (S1-1)
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				6.2.1 (S1-1)
ESRS S1-1 Workplace accident	Indicator number 1 Table #3 of Annex I				6.2.1 (S1-1)

prevention policy or management system paragraph 23					
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				6.2.3 (S1-3)
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		6.2.1 (S1-1)
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				6.2.1 (S1-1)
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		6.2.1 (S1-1)
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				6.2.1 (S1-1)
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				6.2.1 (S1-1)
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818 Art 12 (1)		6.2.1 (S1-1)
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in	Indicators number 12 and n. 13 Table #3 of Annex I				Not material / Not disclosed

the value chain paragraph 11 (b)					
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				Not material / Not disclosed
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				Not material / Not disclosed
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material / Not disclosed
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		Not material / Not disclosed
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material / Not disclosed
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material / Not disclosed
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights,	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material / Not disclosed

ILO principles or and OECD guidelines paragraph 17					
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material / Not disclosed
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material / Not disclosed
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II; Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material / Not disclosed
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material / Not disclosed
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				Not material / Not disclosed
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				Not material / Not disclosed
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material / Not disclosed
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				Not material / Not disclosed

2 ESRS E1 - Climate change

2.1 Governance

2.1.1 Integration of sustainability-related performance in incentive schemes [E1 GOV-3]

During the reporting period, climate-related considerations were not factored into the remuneration of members of the administrative, management and supervisory bodies of the Group.

Accordingly, no portion of the remuneration recognised in the current period is linked to climate-related considerations, and the percentage of remuneration linked to such considerations is 0%.

In particular, the performance of members of the administrative, management and supervisory bodies was not assessed against climate-related targets, such as greenhouse gas (GHG) emission reduction targets, and no climate-related performance criteria, metrics or objectives were incorporated into remuneration structures.

The Group is currently assessing the feasibility of integrating sustainability-related performance indicators, including climate-related considerations, into its remuneration frameworks as part of the ongoing development of its sustainability strategy. As at the reporting date, no such mechanisms have been implemented.

2.2 Strategy

2.2.1 Transition plan for climate change mitigation [E1-1]

As at the reporting date, the Group has not adopted a formal transition plan for climate change mitigation at Group level. The absence of a formal transition plan reflects the current stage of development of the Group's climate management approach, with priority given during the reporting period to establishing emissions measurement and management frameworks.

The Group has not yet defined a formal timeline for the adoption of a transition plan, with its development currently under consideration as part of the ongoing sustainability strategy update (pending confirmation).

Despite the absence of a formally approved transition plan, the Group has initiated foundational activities to support the development of its climate transition approach, primarily through actions undertaken at the level of Logicom Public Ltd. These include the preparation of a greenhouse gas (GHG) emissions inventory for the years 2022–2023, the establishment of a GHG emissions monitoring and management framework, and the development of a GHG emissions reduction plan to 2030, based on internationally recognised standards (ISO 14064).

The emissions reduction plan identifies a number of decarbonisation levers and operational measures, including energy efficiency improvements in buildings and infrastructure (such as LED lighting upgrades and HVAC system optimisation), the introduction of building energy management systems and the potential deployment of renewable energy solutions. These initiatives are currently limited in scope to the parent entity and have not yet been extended across the Group's full operational footprint. These actions primarily respond to the Group's identified transition risk (E1.IRO.3) related to energy consumption and regulatory pressures, while also indirectly supporting the management of upstream physical risk (E1.IRO.1).

The Group has not yet established formally approved GHG emission reduction targets aligned with a 1.5°C pathway, nor has it assessed the compatibility of its current or planned actions with the objectives of the Paris Agreement. While entity-level reduction planning exists, alignment with a recognised sectoral or economy-wide decarbonisation pathway has not yet been performed.

The Group has not yet defined quantified investment plans (CapEx or OpEx) or financial allocations associated with a transition plan, and a comprehensive assessment of locked-in emissions from key assets

and products, including their potential impact on future transition risk, has not yet been performed. Current emissions are primarily associated with energy consumption in buildings, equipment and fleet operations, and a more detailed forward-looking assessment remains under development.

No objectives or plans have been established to align the Group's economic activities with the criteria of the EU Taxonomy Regulation, and the Group has not made any significant investments in coal-, oil- or gas-related economic activities during the reporting period.

Based on the exclusion criteria set out in Article 12 of Commission Delegated Regulation (EU) 2020/1818, the Group does not engage in activities that would result in exclusion from EU Paris-aligned Benchmarks, including activities related to controversial weapons, tobacco production or significant revenues from coal, oil, gas or high-emission electricity generation.

As no formal transition plan is in place, alignment with the Group's overall business strategy and financial planning has not yet been formally defined, and no transition plan has been formally approved by the administrative, management and supervisory bodies.

2.2.2 Material impacts, risks and opportunities and their interaction with strategy and business model [E1 SBM-3]

Through its Double Materiality Assessment, the Group has identified two material climate-related risks, which have been assessed in terms of their interaction with its strategy and business model. These comprise:

- a climate-related physical risk linked to upstream resource availability and pricing (E1.IRO.1), driven by the potential impact of climate-related physical changes on the availability, stability and cost of natural resources within the upstream value chain; and
- a climate-related transition risk related to energy consumption, regulatory pressures and associated cost impacts (E1.IRO.3), arising from the transition to a lower-carbon economy.

The upstream resource-related risk (E1.IRO.1) reflects the potential for climate-related physical hazards and longer-term environmental changes to affect the availability and pricing of natural resources used within the Group's value chain. While the primary classification of this risk is physical, the Group recognises that its financial manifestation may also be influenced by market and regulatory dynamics affecting supply conditions.

To assess how these risks may affect its strategy and business model over time, the Group performed a scenario-informed resilience analysis, building on the climate scenario analysis developed as part of the identification and assessment of climate-related risks and opportunities. The analysis was conducted as part of the 2025 Double Materiality Assessment and reflects the Group's current reporting cycle. At this stage, the analysis has not yet been formalised as a recurring periodic exercise.

The resilience analysis covers the Group's own operations and relevant upstream value chain elements, reflecting the areas where the identified material risks arise, particularly in relation to energy consumption and supplier dependencies. The scope of the resilience analysis focuses primarily on the Group's distribution function, including warehousing, transportation and related logistics activities, as this is the core operational area through which the identified climate-related risks arise. The assessment covers all geographic regions in which the Group operates. The analysis was not performed at an individual entity-specific or geography-specific level, as the nature of the Group's distribution activities and the associated exposure to climate-related risks are consistent across its operations.

The upstream value chain scope includes supplier dependencies relevant to product availability and pricing and extends to stages and activities linked to the extraction and processing of natural resources. This reflects

the Group's exposure to climate-related physical risks affecting natural resource availability, as identified under the climate change adaptation IRO.

The resilience analysis considers both physical and transition risk types identified through the climate scenario analysis. Physical risks are limited to indirect impacts arising through upstream natural resource availability and supply chain dependencies. Direct physical risks to own operations, including damage to facilities and disruption to logistics routes, were assessed but not included in the analysis as they were not identified as material. Transition risks considered include energy-related regulatory and cost pressures, upstream supplier cost pass-through effects and regulatory developments affecting emissions and environmental compliance, consistent with the risks identified as material in the Double Materiality Assessment.

Downstream activities were considered but not identified as materially exposed within the scope of this assessment. No material physical risks related to direct asset damage or downstream activities were identified and therefore these were not included within the scope of the resilience analysis.

The analysis considers three climate scenarios representing a range of plausible climate pathways: an orderly transition scenario, an accelerated transition scenario aligned with an approximately 1.5°C pathway, and a high physical risk scenario reflecting limited mitigation and increased severity of climate impacts. These scenarios were qualitatively informed by internationally recognised reference scenarios, including those developed by the Network for Greening the Financial System (NGFS), with the International Energy Agency (IEA) and the Intergovernmental Panel on Climate Change (IPCC) used as supporting reference points. The scenarios incorporate assumptions relating to policy development, regulatory pressure, energy cost evolution, supply chain dynamics and physical climate developments, and are used to assess how the identified risks may evolve across short-term (0–1 years), medium-term (1–5 years) and long-term (more than 5 years) horizons.

The analysis evaluates the extent to which the Group's operations and value chain are exposed to these risks under each scenario, focusing on the potential effects on cost structure, supply conditions and operational performance. In doing so, the Group considered the interaction between identified risks, ongoing mitigation actions (including emissions monitoring and reduction planning as disclosed under E1-3), and the anticipated financial implications of these risks. Although no detailed quantitative financial modelling has been performed at this stage, anticipated financial effects were considered qualitatively taking into account potential cost increases, supply variability and regulatory impacts, drawing on historical operational experience and observed market developments (e.g. energy price volatility and supply chain disruptions). These considerations were aligned with the financial risk characteristics identified in the Double Materiality Assessment. Existing and planned mitigation actions and resources were also considered, including operational measures and entity-level emissions reduction planning described under E1-3, to assess the extent to which such actions may reduce exposure to identified risks under different scenarios.

For the physical risk (E1.IRO.1), the assessment indicates that exposure arises primarily through upstream dependencies on natural resource availability and pricing, rather than direct damage to own assets. Under the baseline scenario, this risk is limited in the short term and becomes more relevant over the medium to long term, while under the high physical risk scenario, the potential for supply disruption and cost volatility increases. However, the Group's exposure remains indirect and mediated through its supply chain structure.

For the transition risk (E1.IRO.3), the analysis indicates more immediate and direct exposure, particularly in relation to energy costs and regulatory and compliance pressures affecting own operations. These effects are present across all scenarios but become more pronounced under the accelerated transition scenario, where stronger policy measures, increased carbon-related costs and more stringent regulatory requirements intensify cost pressures and operational constraints.

Overall, the results of the resilience analysis indicate that the Group's current strategy and business model remain broadly resilient across the scenarios considered, as the identified risks primarily affect cost structures

rather than the fundamental viability of the Group's activities. Under the orderly transition scenario, climate-related impacts are assessed as manageable within existing operational and strategic frameworks. Under the accelerated transition scenario, increased cost pressures may affect margins but are not expected to compromise the Group's ability to operate, provided that appropriate operational and efficiency measures are implemented. Under the high physical risk scenario, exposure increases over the long term, particularly through upstream dependencies, but does not result in material disruption to core business activities within the time horizons considered.

The analysis highlights that transition-related pressures, particularly those linked to energy costs and regulatory developments, are likely to be the most relevant drivers of climate-related financial exposure in the short to medium term, while physical risk drivers may become more relevant over longer time horizons and under more severe climate pathways.

The resilience assessment is subject to inherent uncertainties, particularly in relation to the timing and magnitude of policy and regulatory developments, future energy price trajectories and the extent of physical climate impacts on global supply chains. These uncertainties affect the Group's strategic planning and investment decisions by limiting the ability to precisely quantify future cost impacts and timing of required actions. As a result, the Group adopts a flexible approach to operational and investment planning, prioritising incremental measures such as fleet renewal, energy efficiency improvements and supplier diversification, rather than committing to large-scale or irreversible investments at this stage. The qualitative nature of the assessment reflects these uncertainties and the current stage of maturity of the Group's climate-related risk management framework.

The Group's ability to adapt its strategy and business model to climate change varies across time horizons and is supported by the operational characteristics of its business.

In the short term, the Group can respond to climate-related risks through operational adjustments, including energy efficiency improvements, optimisation of transportation routes and gradual fleet renewal. These measures are supported through existing operational budgets and do not require structural changes to the business model.

In the medium term, the Group may adjust procurement strategies, including supplier selection and diversification, in response to evolving supply chain conditions and resource availability. Portfolio adjustments may also occur within its product and service offering, reflecting changes in market demand and regulatory requirements.

In the long term, the Group's resilience is supported by its limited reliance on carbon-intensive or geographically fixed assets, enabling flexibility in adapting operations without significant asset stranding risk. While no large-scale asset redeployment or decommissioning has been identified as necessary, the Group retains the ability to adjust its operational footprint and cost structure as required. Workforce reskilling needs are currently limited, given the nature of the Group's activities, but may evolve in line with technological and regulatory developments.

Access to financing is not currently considered a constraint to the implementation of necessary adaptation measures, and the Group expects to maintain sufficient financial flexibility to support incremental investments required to address climate-related risks.(AR 8(b)).

2.3 Impact, risk and opportunity management

2.3.1 Description of the processes to identify and assess material climate-related impacts, risks and opportunities [E1 IRO-1]

The Group identified and assessed climate-related impacts, risks and opportunities through its broader Double Materiality Assessment (DMA), which was supplemented for climate matters by a dedicated climate scenario analysis performed as part of the 2025 DMA process. The assessment was performed using a structured qualitative scoring approach combining severity and likelihood criteria, aligned with the Group's Double Materiality Assessment methodology. This was intended to ensure that climate-related matters were assessed not only on the basis of current conditions, but also with reference to how different transition pathways and physical climate developments could affect the Group's operations and value chain over time.

With regard to climate-related impacts, the assessment focused on identifying the Group's main drivers of climate impact across own operations and relevant value chain activities, particularly energy use in buildings and equipment, fuel use, fleet-related activities and operational dependencies linked to logistics and suppliers. The Group screened these activities qualitatively as part of the DMA in order to identify actual and potential sources of climate-related impacts, with particular focus on greenhouse gas emission drivers and their relevance to the Group's materiality assessment.

For physical climate risks, the Group used scenario analysis to examine how climate-related hazards could affect its own operations and value chain over the short term (0–1 years), medium term (1–5 years) and long term (more than 5 years). In line with ESRS requirements, the assessment considered both acute hazards (such as extreme weather events affecting logistics routes or facilities) and chronic hazards (such as longer-term changes in climate conditions affecting the availability and pricing of upstream natural resources).

The analysis considered exposure across upstream activities, logistics routes and own facilities, rather than focusing solely on direct asset damage. In particular, the assessment evaluated whether climate-related developments could:

- affect the availability and pricing of upstream natural resources,
- disrupt logistics routes through more frequent or severe weather events, and
- affect own facilities through acute weather-related events.

This reflects the nature of the Group's business model, where climate-related exposure is primarily transmitted through operational dependencies and supply chain linkages, rather than through highly climate-sensitive production assets.

The physical risk assessment was informed by a range of qualitative climate scenarios, including a high physical risk stress scenario representing limited mitigation and more severe physical climate impacts. The scenarios used were qualitatively informed by NGFS climate scenarios (including orderly and disorderly transition pathways), with IEA and IPCC used as supporting reference points. These sources were used to define the direction and relative severity of physical risk drivers, including increased frequency and intensity of extreme weather events and longer-term resource-related pressures, without performing detailed quantitative modelling.

The analysis showed that, under the Group's reference scenario, physical risks were generally limited in the short term and became more relevant over the medium to long term, particularly in relation to upstream resource availability and cost pressures. Under the high physical risk stress scenario, these exposures became more pronounced, especially where climate effects could lead to tighter supply conditions or more frequent disruption to logistics and sourcing channels. By contrast, direct damage to own facilities was assessed as more limited in the Group's circumstances and did not meet the threshold for inclusion as a material IRO.

For transition risks and opportunities, the Group used the same scenario framework to assess how regulatory, market and cost developments associated with the transition to a low-carbon economy could affect its operations and value chain. The analysis explicitly included an accelerated transition scenario aligned with an approximately 1.5°C pathway, which was used to assess the extent to which tighter climate policy, higher compliance costs and stronger decarbonisation pressure could affect the Group. Within this exercise, the Group considered transition events such as rising energy costs, carbon- and fuel-related regulatory pressure, increasing compliance requirements, and opportunities associated with energy efficiency improvements and related cost savings.

The scenario analysis was used not only to identify possible transition events, but also to assess how exposed the Group's operations and value chain may be to them over time. In practice, this meant considering where the Group may face pressure from its own energy use and operating costs, where regulatory developments may increase compliance burdens, and where efficiency-related interventions could create operational or financial benefits. The analysis indicated that transition-related risks were more visible than direct physical risks in the nearer term, particularly in relation to energy costs and regulatory pressures, and that these risks intensified under the accelerated transition scenario. The analysis also showed that energy efficiency-related opportunities became more attractive under stronger transition conditions, as the business case for reducing energy use and improving operational efficiency strengthened.

Across both physical and transition matters, the Group applied a structured qualitative assessment using defined time horizons and graded outcomes to determine which risks and opportunities should be carried forward into the IRO assessment. The climate scenario analysis therefore served as a decision-support tool within the DMA process, enabling the Group to assess how risks and opportunities may evolve under different scenarios and to apply predefined thresholds for inclusion. In particular, risks and opportunities of at least medium severity under the most probable scenario, or of high severity under less probable scenarios, were considered for inclusion in the IRO assessment, while those below these thresholds were not carried forward.

The time horizons applied in the climate-related assessment are aligned with the Group's operational and strategic planning cycles. The short-term horizon (0–1 years) reflects the period over which operational decisions, budgeting and cost management actions are typically undertaken. The medium-term horizon (1–5 years) is aligned with the Group's business planning and investment cycle, including fleet renewal decisions, supplier arrangements and operational efficiency initiatives. The long-term horizon (beyond 5 years) reflects the period over which structural climate-related developments may influence the Group's operating environment, including upstream resource availability and regulatory conditions. Given the nature of the Group's activities, which do not rely on long-lived, climate-sensitive fixed assets, the assessment does not depend on asset-specific lifetime modelling, but instead focuses on how climate-related risks may affect cost structures, supply conditions and operational decision-making over time.

The scope of the climate scenario analysis was Group-level and qualitative, covering relevant own operations, upstream value chain exposures and limited downstream opportunity screening. The assessment covered both own operations and relevant upstream value chain exposures; downstream impacts were considered and not identified as material. The analysis did not include asset-level geospatial modelling, location-specific hazard modelling, or full value chain quantification, and was performed for the current reporting cycle only, with no formal periodic refresh process yet established.

The selected climate scenarios are considered to provide adequate coverage of the range of plausible climate-related risks and uncertainties relevant to the Group. The scenario set includes an orderly transition pathway, an accelerated transition aligned with a more stringent decarbonisation trajectory, and a high physical risk scenario reflecting limited mitigation and more severe climate impacts. Together, these scenarios capture both transition-related and physical risk drivers across varying levels of policy ambition, regulatory pressure and climate outcomes.

This approach allows the Group to assess its exposure under conditions ranging from gradual and manageable change to more disruptive transition dynamics and increased physical climate impacts. The scenarios were

informed by widely recognised external reference frameworks, including those developed by the Network for Greening the Financial System, with supporting input from the International Energy Agency and the Intergovernmental Panel on Climate Change, ensuring that the assumptions applied reflect broadly accepted representations of future climate pathways.

Given the nature of the Group's operations, which are not dependent on location-specific climate-sensitive assets but are exposed primarily through energy use, regulatory developments and upstream supply chain dependencies, this set of scenarios is considered sufficient to capture the key uncertainties that may affect its business model and strategy.

Based on this process, the Group identified material climate-related IROs linked primarily to energy-related transition pressures, upstream cost and resource dependency effects, and mitigation-related efficiency opportunities. No assets or business activities were identified as inherently incompatible with the transition to a climate-neutral economy, which is consistent with the nature of the Group's operations as assessed in the scenario analysis.

The scenario analysis is also subject to certain methodological limitations. The assessment is qualitative in nature and does not include detailed quantitative modelling of financial impacts. It is conducted at Group level and does not incorporate asset-level or location-specific analysis. The analysis is based on a defined set of scenarios and assumptions, which may not capture the full range of possible future developments. In addition, the assessment reflects current operational structures and available information and does not incorporate all potential future strategic or technological changes that may influence the Group's exposure to climate-related impacts, risks and opportunities.

The climate scenarios used in this assessment were intended to be directionally consistent with the Group's broader planning assumptions regarding energy costs, compliance pressures and operational efficiency. However, a separate formal assessment of consistency between the climate scenarios used for the IRO assessment and the critical climate-related assumptions applied in the financial statements has not been performed.

2.3.2 Policies related to climate change mitigation and adaptation [E1-2]

The Group manages its material climate-related impacts, risks and opportunities through its Environmental Management System, which forms part of its Integrated Management System (IMS) aligned with ISO 14001 principles. This System provides the primary framework for the identification, assessment and management of environmental aspects arising from the Group's operations, including those related to climate change.

While the Environmental Management Policy does not explicitly address climate change mitigation, including renewable energy deployment or adaptation at a formal level, it supports the management of certain climate-related risks identified through the Double Materiality Assessment, in particular the transition risk (E1.IRO.3) relating to energy consumption, energy costs and regulatory pressures associated with the transition to a low-carbon economy.

These risks are managed through structured procedures for environmental aspect identification and environmental risk assessment, supported by a defined multi-parameter risk evaluation methodology, as well as through the implementation of control, corrective and preventive measures. The policy further requires monitoring of resource consumption and management review processes, enabling the Group to identify and respond to climate-related exposures within its operational activities.

The physical risk (E1.IRO.1) relating to upstream dependency on natural resource availability and pricing is not directly addressed by the policy, as it falls outside the scope of operational environmental controls and is instead managed through broader procurement and supply chain practices. Climate adaptation considerations

are therefore not explicitly integrated into the policy and may be considered in future updates to the Group's sustainability framework.

Significant environmental aspects and risks are managed through the Environmental Management Plan, under which objectives and targets are defined and monitored through structured measurement processes. This supports the ongoing management of operational environmental impacts, including those linked to energy consumption and associated climate change mitigation considerations.

Climate-related risks associated with operational disruptions and environmental incidents are addressed through environmental risk assessment procedures and formal emergency preparedness and response planning. These include the identification of potential emergency scenarios, development of response plans and periodic testing through emergency drills, contributing to operational resilience.

Energy efficiency considerations are embedded within the policy through the systematic monitoring of resource consumption, including electricity and fuel, supported by internal data collection systems. This enables the identification of deviations and implementation of corrective actions, although no formal quantitative energy efficiency targets are currently embedded in the policy.

The scope of the policy applies primarily to the Group's own operational activities, including areas such as storage, equipment handling, waste management and operational resource consumption. While climate-related risks may arise in the upstream value chain, particularly in relation to resource availability and supplier cost pressures, these activities are not directly governed by the Environmental Management Policy and are managed through broader operational and procurement policies, procedures and practices.

The Environmental Management Policy applies to all Logicom Group entities and operational sites across the regions in which the Group operates, including Cyprus, Greece, the Middle East, and the Gulf region. The Policy governs environmental practices within the Group's owned or directly controlled facilities, such as warehouses, offices, and logistics hubs. The affected stakeholder groups are the employees working in warehousing, logistics, and administrative functions, subcontractors performing activities within Logicom-controlled facilities, visitors accessing Logicom premises and communities indirectly affected by the Group's operational environmental footprint.

Stakeholders in the upstream and downstream value chain (e.g., suppliers, manufacturers, resellers, end-customers) are not directly governed by this Policy but are addressed through other corporate policies and procedures.

Complete List of Exclusions and Rationale

Upstream Activities (Excluded)

Upstream activities include product manufacturing, component sourcing, and supplier-level environmental practices. These are outside the scope of the Environmental Management Policy because:

- Logicom is not a producer or manufacturer; it does not influence product design, raw material sourcing, or production processes.
- Environmental impacts associated with manufacturing (e.g., emissions, water use, hazardous materials) occur outside Logicom's operational control.
- These risks are instead managed through supplier selection, procurement due diligence, and contractual requirements, which fall under the Group's Procurement Policy.

Downstream Activities (Excluded)

Downstream activities include product distribution, product use, end-of-life disposal, and customer-driven environmental impacts. These are excluded because:

- Logicom distributes products but does not control how customers use, maintain, or dispose of them.
- Environmental impacts associated with product lifecycle stages beyond distribution are not operationally attributable to Logicom.
- Customer-facing environmental considerations are addressed through manufacturer-provided information and compliance with applicable environmental regulations.

Logistics Activities Outside Direct Control

Transportation performed by third-party logistics providers is excluded from the Environmental Management Policy as the Environmental impacts from fuel use and fleet management fall under the responsibility of contracted logistics partners. These impacts are managed through contractual expectations and supplier evaluation processes.

Responsibility for the implementation of the policy rests with the Group Integrated Management System (IMS) Manager, with oversight embedded within the Group's management structure. The Environmental Management System forms part of the Group Policies and Procedures Manual and is approved at senior management level (MDR-P (c)).

The Environmental Management Policy is aligned with internationally recognised environmental management system principles, including structured environmental aspect identification, risk assessment, internal audit processes and management review procedures. These processes support ongoing monitoring of environmental performance and compliance with applicable regulatory requirements in each country of operation.

Stakeholder input is incorporated into the policy framework through the environmental risk assessment process and its periodic review, which considers inputs such as regulatory developments, client requirements, supplier information and feedback from relevant authorities and other stakeholders.

The policy is communicated internally through formal channels including employee training, internal communications and the employee portal, and externally through regulatory reporting, communication with authorities and publicly available communication channels, including the Group's website.

While the Environmental Management Policy provides a structured framework for managing certain environmental aspects, including those indirectly related to climate change mitigation through energy and resource management, it does not explicitly address key elements such as GHG emissions management, value chain emissions, time horizon-based climate considerations or climate adaptation. In particular, the policy does not currently incorporate a formal climate transition plan or scenario-based climate risk assessment. No specific timeline has been established for the integration of these elements. These topics are expected to be further considered as part of the ongoing development and future review of the Group's sustainability strategy, taking into account the Group's operational profile as an IT distributor and the level of influence it holds across its value chain.

2.3.3 Actions and resources in relation to climate change policies [E1-3]

The Group has implemented a set of actions to manage its material climate-related risks, primarily focusing on energy consumption and associated transition risks (E1.IRO.3), while limited measures indirectly contribute to managing upstream physical risks (E1.IRO.1).

The said actions contribute in practice to the management of climate-related impacts and risks, particularly those associated with energy consumption and emissions reduction. However, as noted in section E1-2, the Environmental Management Policy does not establish explicit climate mitigation or adaptation objectives. As a result, the actions implemented are not formally linked to defined policy objectives, but rather arise from operational environmental management practices, entity-level initiatives and the development of emissions management frameworks.

Climate mitigation is therefore supported indirectly through actions aimed at improving energy efficiency, reducing fuel consumption and establishing emissions monitoring and reduction planning processes. In contrast, no dedicated climate adaptation actions have been defined, and therefore no direct linkage exists between policy and adaptation-related measures.

At present, the Group has not yet adopted a formal Group-wide climate action plan. Instead, climate-related action plans have been developed at entity level, primarily for Logicom Public Ltd, through the preparation of a GHG emissions inventory for 2022–2023, a carbon footprint monitoring and management plan, and a GHG Emissions Reduction Action Plan extending to 2030 under the ISO 14064 framework. These elements establish the methodological and planning foundation for managing climate-related impacts within the Group's operations.

These planning tools are supported by ISO 14064 verification and validation processes and define a structured approach to emissions monitoring, management and reduction over the medium to long term. However, they do not yet constitute a consolidated Group-wide climate action plan.

During the reporting period, the Group implemented a number of operational mitigation actions at entity level, primarily targeting energy efficiency and fuel consumption. These are presented by decarbonisation lever as follows:

Energy efficiency and operational optimisation

Energy efficiency actions implemented at entity level are currently limited. During the reporting period, a chiller replacement was carried out as a short-term horizon action, contributing to improved energy performance of cooling systems. In addition, LED lighting upgrades had been implemented in 2024, also with a short-term completion horizon although prior to the current reporting period, and continue to contribute to reduced electricity consumption.

Electrification and fleet-related measures

During the reporting period, some transition measures with regards to fleet management were implemented (short-term completion), including the purchase of three hybrid vehicles in 2025 and the gradual replacement of diesel vehicles with hybrid or petrol alternatives (short-to-medium term horizon). These actions contribute to the reduction of fuel-related emissions but do not yet constitute a formal Group-wide fleet transition strategy.

Additionally, the aforementioned action plans constitute mitigation actions defined at planning level but not yet fully implemented, and can be categorized under the following levers:

Emissions measurement, verification and reduction planning

The establishment of a GHG inventory covering 2022–2023, together with a carbon footprint monitoring and management framework and a GHG emissions reduction action plan extending to 2030, provides the basis for future emissions reduction actions and tracking of performance. The implementation of the emissions reduction plan is expected to take place over the period to 2030, which falls within the medium- to long-term horizon.

Renewable energy deployment and other decarbonisation levers

Renewable energy deployment is currently considered at entity level, with the installation of a photovoltaic system (240.90 kWp, Net Billing / Virtual Net Billing) included in the Logicom Public Ltd action plan. The implementation of this measure is planned within the timeframe of the emissions reduction plan to 2030 and therefore falls within the medium-term horizon. At Group level, renewable energy has not yet been adopted as a structured and consolidated mitigation lever.

Other decarbonisation levers

Nature-based solutions and supply chain decarbonisation measures have not yet been implemented as part of the Group's mitigation approach.

The scope of the actions described above is currently limited to own operations, with a focus on Scope 1- and Scope 2-type emission sources at entity level. Systematic management of upstream and downstream value chain emissions has not yet been implemented as part of a structured action plan, and no structured actions addressing value chain emissions have been defined to date.

The GHG Emissions Reduction Action Plan for Logicom Public Ltd extends to 2030, representing a medium- to long-term time horizon, while emissions monitoring is conducted on an annual basis.

With respect to outcomes, greenhouse gas emission reductions are not currently measured directly. Instead, the Group monitors fuel consumption as a proxy indicator for emissions related to transportation activities. Based on the Environmental Management Plan records, fuel consumption remained broadly stable during the reporting period, with a marginal increase of approximately 1% against the target of maintaining stable consumption levels. This variance is not considered significant in the context of overall operations. No verified Group-wide emission reduction figures are available at the time of reporting.

Expected emission reductions are defined within the Logicom Public Ltd GHG Emissions Reduction Action Plan to 2030, which targets at least a 10% reduction compared to the 2022–2023 baseline. The plan identifies specific expected emission reductions from individual measures, including energy efficiency improvements and the installation of photovoltaic systems. However, these projections currently relate only to Logicom Public Ltd and are not representative of the full Group boundary. As such, expected emission reductions at consolidated Group level are not yet available.

No dedicated climate change adaptation actions have been formally defined or implemented during the reporting period. Adaptation-related considerations are addressed indirectly through environmental risk assessment and emergency preparedness procedures under the Environmental Management framework, rather than through standalone adaptation initiatives.

The implementation and expansion of climate-related actions depend on the availability and allocation of financial and operational resources. This dependency is evidenced in the Logicom Public Ltd Action Plan, which identifies risks related to budget approval, financing constraints, implementation delays and operational capacity. At Group level, the scaling of climate actions, particularly in areas such as renewable

energy deployment and broader decarbonisation measures, is expected to require structured financial planning.

No separately disclosed or aggregated significant CapEx or OpEx amounts have been formally identified for all climate-related actions. However, the related investments are included within financial statement line items, including furniture and fittings (e.g. LED upgrades and equipment replacement) and motor vehicles (fleet transition measures), as disclosed as part of Note 14 of the financial statements. The CapEx allocated specifically to the acquisition of the said three hybrid vehicles amounted to €56700.

No direct linkage between the CapEx and OpEx associated with the actions described above and the key performance indicators defined under Commission Delegated Regulation (EU) 2021/2178 has been identified. This is because the Group has not identified any Taxonomy-eligible economic activities for the reporting period and has not established a CapEx plan within the meaning of that Regulation. Accordingly, the CapEx and OpEx amounts disclosed above relate to non-eligible activities and are therefore not reflected in Taxonomy KPIs. No material differences arise between the amounts disclosed under this Standard and the Taxonomy KPIs, as the latter are reported as zero.

Overall, while no Group-wide climate action plan has yet been adopted, the Group has initiated a structured approach to emissions management at entity level. The reporting period reflects the transition from the development of emissions management frameworks to their initial implementation. These actions are expected to form the basis for the progressive development of a consolidated Group-wide climate action framework in future reporting periods.

2.4 Metrics and targets

2.4.1 Targets related to climate change mitigation and adaptation [E1-4]

As at the reporting date, the Group has not formally adopted measurable, outcome-oriented and time-bound climate-related targets at Group level for the management of its material climate-related impacts, risks and opportunities.

Accordingly, no Group-wide greenhouse gas (GHG) emission reduction targets have been established in absolute or intensity terms, and no targets have been defined across Scope 1, Scope 2 or Scope 3 emissions. As a result, disclosures relating to baseline year, target values, emission scopes, progress against targets and alignment with GHG inventory boundaries are not applicable at Group level for the reporting period.

Despite the absence of formal Group-wide targets, the Group tracks the effectiveness of its climate-related actions through the implementation of operational measures and the development of emissions monitoring capabilities, as described under E1-3. This includes the ongoing measurement and monitoring of energy consumption and greenhouse gas emissions, which provide the basis for evaluating performance over time.

At entity level, Logicom Public Ltd has developed a GHG Emissions Reduction Action Plan to 2030, based on a 2022–2023 baseline, which includes a target to achieve at least a 10% reduction in emissions by 2030. The baseline corresponds to an average of 310.101 tCO_{2e}, based on reported emissions of 323.839 tCO_{2e} in 2022 and 296.363 tCO_{2e} in 2023. The target has been defined using a methodology aligned with ISO 14064-1:2018 and ISO 14064-2:2019, based on historical emissions data, defined organisational and operational boundaries, and the identification and evaluation of emission reduction measures. It applies to Scope 1 and Scope 2 emissions within the entity's operational boundary and is not disaggregated further. The target is linked to the entity's environmental management framework, including its carbon management and monitoring processes, and is supported by identified decarbonisation measures, including energy efficiency improvements and renewable energy deployment. However, this target:

- has not been formally adopted at Group level;
- applies only to a specific entity and operational boundary; and
- is not yet representative of the Group's consolidated emissions profile.

As such, it is not disclosed as a Group-level target under this section.

The entity-level reduction target has not been defined as science-based, nor has it been formally aligned with a 1.5°C pathway or external frameworks such as the Science Based Targets initiative. In addition, the underlying reduction approach is based on operational and engineering measures rather than climate scenario-derived pathways.

The Group has also not established specific climate adaptation targets during the reporting period.

The absence of Group-wide targets reflects the current stage of maturity of the Group's climate management approach. During the reporting period, the Group has prioritised the development of emissions measurement, monitoring and management frameworks, which are considered a prerequisite for the establishment of robust, measurable and verifiable targets. The Group intends to develop measurable, outcome-oriented climate targets following further maturity of its emissions measurement and management framework.

The Group expects that the entity-level GHG reduction approach will form the basis for the future development of a consolidated Group-wide target framework, including the potential establishment of measurable emission reduction targets aligned with the Group's organisational boundary and reporting requirements (ESRS 2 MDR-T §81(a)). As climate-related targets have not yet been developed at Group level, accordingly, no formal stakeholder engagement has taken place in target setting to date. The development of emissions-related objectives and actions has been supported by internal functions, including the Integrated Management System (IMS) function, as well as external environmental specialists and certification bodies under the ISO 14064 framework. Broader stakeholder involvement is expected to be considered as the Group's climate target-setting approach matures.

2.4.2 Energy consumption and mix [E1-5]

The table below presents Logicom Group's energy consumption and energy mix in accordance with ESRS E1-5. The reported figures represent consolidated energy consumption across all operations under the Group's operational control, including offices, warehouses and logistics activities.

Total energy consumption for the reporting period amounted to 3,888.37 MWh, of which 3,709.63 MWh (95.4%) relates to energy from fossil sources, 80.6 MWh (2.1%) to nuclear sources and 98.14 MWh (2.5%) to renewable sources.

Energy consumption from fossil sources primarily arises from the use of fuel in transportation activities and the consumption of purchased electricity not backed by renewable contractual instruments. In particular, fuel consumption from crude oil and petroleum products (e.g. diesel and petrol used in company vehicles) represents the most significant component of the Group's energy use.

Energy from nuclear sources reflects the portion of purchased electricity supplied through grid mixes or contracts that include nuclear generation.

Renewable energy consumption is comprised of purchased renewable electricity backed by contractual instruments. No consumption of renewable fuels was identified during the reporting period. The Group does not produce energy, including non-renewable energy, as part of its activities. All energy consumed during the reporting period relates to purchased energy or fuels used in its operations.

Energy consumption and mix	Comparative	2025
(1) Fuel consumption from coal and coal products (MWh)	n/a	0.0
(2) Fuel consumption from crude oil and petroleum products (MWh)	n/a	1633.6
(3) Fuel consumption from natural gas (MWh)	n/a	51.2
(4) Fuel consumption from other fossil sources (MWh)	n/a	0.0
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	n/a	2024.8
(6) Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	n/a	3,709.63
Share of fossil sources in total energy consumption (%)	n/a	95.4%
(7) Consumption from nuclear sources (MWh)	n/a	80.6
Share of consumption from nuclear sources in total energy consumption (%)	n/a	2.1%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	n/a	-
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	n/a	98.14
(10) The consumption of self-generated non-fuel renewable energy (MWh)	n/a	-
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	n/a	98.14
Share of renewable sources in total energy consumption (%)	n/a	2.5%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	n/a	3,888.37

Methodological Notes and Assumptions

The reported energy consumption figures apply the same organisational boundary used for Scope 1 and 2 emissions. Where raw energy data was not provided in MWh, it was converted using publicly available data. Where energy data was not provided in MWh, quantities were converted using lower heating values (LHV) based on net calorific values from the IPCC 2006 Guidelines. For fuels where data was collected in volumetric units (e.g. litres), standard density assumptions were applied to convert mass-based calorific values (MJ/kg) into energy per unit volume (MWh/litre). For natural gas, country-specific conversion factors expressed in energy per m³ were applied based on Eurostat data. The conversion factors applied for the main fuel types are summarised in the Table below. These factors were applied consistently across the Group to ensure comparability of reported energy consumption.

Fuel	Conversion factor used
Petrol	0.00880 MWh/l
Diesel	0.01000 MWh/l
LPG	0.00690 MWh/l
Natural gas	0.010MWh/m ³
Heating oil	0.01000 MWh/l

Purchased electricity is disaggregated into fossil, nuclear and renewable components based on the availability of contractual instruments and supplier information. Where no contractual renewable instruments are in place, electricity consumption is classified as non-renewable.

Fuel consumption for mobile and stationary sources is calculated using fuel purchase data, while electricity consumption is based on utility bills and supplier invoices.

The reported energy consumption covers all entities under the Group's operational control. In limited cases, data was not available or not applicable due to specific operational circumstances. These instances are not considered to materially affect the overall energy consumption reported.

Due to the ongoing geopolitical situation in Lebanon during the reporting period, access to operational sites and communication with local personnel was significantly limited. As a result, complete and reliable energy consumption data for the Group's operations in Lebanon could not be obtained. The Group has therefore not included energy consumption data for this entity in the reported figures. The Group will seek to improve data

availability in future reporting periods as conditions allow. Based on the nature and scale of operations, the impact is not expected to materially affect the Group's overall energy consumption. The Group has a limited presence in Malta consisting of a single employee operating from a shared office space. The Group does not have operational control over the premises and does not have access to energy consumption data for this location. Accordingly, energy consumption associated with this arrangement is not included in the reported figures. The impact is considered immaterial. The Group includes a legal entity in Egypt which was dormant during the reporting period. Accordingly, no energy consumption is associated with this entity. Lastly, information corresponding to the group's Morocco-based entity was not able to be collected due to operational limitations within the entity during the period of report preparation, resulting in its associated energy consumption not being accounted for albeit an entity of insignificant size compared to the rest of the group.

The reported energy consumption reflects final energy consumption within the Group's operational boundary, based on fuel purchase data and electricity consumption from utility bills.

The Group does not produce energy for external sale and does not offset energy consumption through externally sold energy. Any self-generated energy is consumed internally.

Energy consumption figures are reported on a gross basis and no double counting of energy flows has been identified within the current reporting framework.

Feedstocks are not relevant to the Group's operations and are therefore not included in the reported energy consumption.

Internally generated energy is not classified as purchased energy. Purchased energy reflects electricity and fuels procured from external suppliers.

The reported energy consumption data has not been subject to independent external validation or assurance. However, underlying data sources and related data collection processes have been reviewed in the context of external audits performed under the Group's ISO management system.

Context

The Group's energy mix is characterised by a high share of fossil energy consumption, primarily driven by transportation activities inherent to its logistics and distribution business model. The relatively low share of renewable energy reflects the limited availability of renewable contractual instruments across certain operating geographies and the absence of significant on-site renewable energy generation.

The Group continues to monitor opportunities to increase the share of renewable energy in its operations, including through the procurement of renewable electricity and the potential expansion of on-site generation, where feasible.

Based on its principal activities, the Group operates primarily in NACE Sections G (Wholesale and retail trade) and J (Information and communication), which are not classified as high climate-impact sectors under ESRS.

The Group has limited exposure to activities classified under NACE Section L (real estate) through Demetra Holdings Plc. However, these activities are not considered material in the context of the Group's overall operations and energy consumption.

Accordingly, the Group is not considered to be primarily operating in high climate-impact sectors and the disclosure of an energy intensity metric (MWh/net revenue) is not required.

2.4.3 Gross Scopes 1, 2, 3 and Total GHG emissions [E1-6]

Overview

The Group's gross greenhouse gas ("GHG") emissions for the reporting period amounted to 559,665.74 *tCO₂e* on a location-based Scope 2 basis. The Group's emissions profile is overwhelmingly driven by Scope 3 emissions, which account for approximately 99.7% of total GHG emissions. This reflects the nature of Logicom Group's business model as a distributor of technology products and solutions. The most significant climate impacts arise in the value chain, in particular from the upstream production of purchased products, the use of sold products, and the end-of-life treatment of sold products, rather than from the Group's own operations.

Scope 1 and Scope 2 emissions represent a comparatively small proportion of total GHG emissions, as the Group does not undertake manufacturing activities and has limited direct fuel combustion and energy-intensive operations.

GHG emissions have been calculated in accordance with the GHG Protocol guidance, in line with the requirements of ESRS E1-6.

The 2025 reporting year will serve as the baseline for future target setting.

Organisational boundary and basis of consolidation

The reported GHG emissions cover the entities included in the Group's financial consolidation perimeter for which Logicom Group has operational control, consistent with the organisational boundary applied for energy disclosures under E1-5.

The organisational boundary for Scope 1 and Scope 2 GHG emissions is based on the operational control approach. Accordingly, Logicom consolidates 100% of GHG emissions from entities and operations over which it has operational control (including any joint arrangements or investees where operational control exists) and excludes emissions from entities where operational control is not held. Where associates, joint ventures or other investees are part of the Group's upstream or downstream value chain but are not under Logicom's operational control, their emissions are reflected, where relevant, through the Group's Scope 3 categories based on the Group's connection to impacts through business relationships. For the reporting period, Scope 3 Category 15 (Investments) was assessed and no material emissions were identified.

In certain cases, considerations and limitations apply (*these apply across the board for E1-5 and E1-6 Scope 1 and 2 disclosures*):

- In Malta, operations are limited to a shared office space without operational control over energy use; therefore, no Scope 1 emissions arise.
- In Lebanon, due to the current operating environment, data availability is limited.
- The data from *Elogicomnet Morocco Distribution*, Morocco could not be obtained, due to operational limitations within the entity during the period of report preparation.

Where primary data could not be obtained for certain entities, the expected contribution of those operations to total Group emissions was assessed, based on the scale and nature of their activities, and it was concluded that any resulting omission would not be material to the reported disclosures

No separate material emissions from associates, joint ventures, unconsolidated subsidiaries or joint arrangements under operational control have been separately identified for disclosure.

As this is the first year of ESRS reporting, no comparative information is presented.

	Retrospective				Milestones and target years			
	Base year (2025)	Comparative	2025	% 2025 / 2024	2025	2030	- 2050	Annual % target / Base year
Scope 1 GHG emissions								
Gross Scope 1 GHG emissions (tCO2eq)	430.10	N/A	430.10	N/A	N/A	N/A	N/A	N/A
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	0%	N/A	0%	N/A	N/A	N/A	N/A	N/A
Scope 2 GHG emissions								
Gross location-based Scope 2 GHG emissions (tCO2eq)	979.50	N/A	979.50	N/A	N/A	N/A	N/A	N/A
Gross market-based Scope 2 GHG emissions (tCO2eq)	928.74	N/A	928.74	N/A	N/A	N/A	N/A	N/A
Significant scope 3 GHG emissions								
Total Gross indirect (Scope 3) GHG emissions (tCO2eq)	558,256.14	N/A	558,256.14	N/A	N/A	N/A	N/A	N/A
1 Purchased goods and services	394,565.38	N/A	394,565.38	N/A	N/A	N/A	N/A	N/A
2 Capital goods	467.40	N/A	467.40	N/A	N/A	N/A	N/A	N/A
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)	419.70	N/A	419.70	N/A	N/A	N/A	N/A	N/A
4 Upstream transportation and distribution	3,777.11	N/A	3,777.11	N/A	N/A	N/A	N/A	N/A
5 Waste generated in operations	-	N/A	-	N/A	N/A	N/A	N/A	N/A
6 Business travelng	-	N/A	-	N/A	N/A	N/A	N/A	N/A
7 Employee commuting	-	N/A	-	N/A	N/A	N/A	N/A	N/A
8 Upstream leased assets	-	N/A	-	N/A	N/A	N/A	N/A	N/A
9 Downstream transportation	24,576.58	N/A	24,576.58	N/A	N/A	N/A	N/A	N/A
10 Processing of sold products	-	N/A	-	N/A	N/A	N/A	N/A	N/A
11 Use of sold products	113,021.69	N/A	113,021.69	N/A	N/A	N/A	N/A	N/A
12 End-of-life treatment of sold products	21,428.27	N/A	21,428.27	N/A	N/A	N/A	N/A	N/A
13 Downstream leased assets	-	N/A	-	N/A	N/A	N/A	N/A	N/A

14 Franchises	-	N/A	-	N/A	N/A	N/A	N/A	N/A
15 Investments	-	N/A	-	N/A	N/A	N/A	N/A	N/A
Total GHG emissions								
Total GHG emissions (location-based) (tCO₂eq)	559,665.74	N/A	559,665.74	N/A	N/A	N/A	N/A	N/A
Total GHG emissions (market-based) (tCO₂eq)	559,614.98	N/A	559,614.98	N/A	N/A	N/A	N/A	N/A

Table 1 - Gross Scope 1, 2, 3 and Total GHG emissions

GHG intensity per net revenue	Comparative	2025	% 2025 / 2024
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/€)	N/A	0.0006406	N/A
Total GHG emissions (market-based) per net revenue (tCO ₂ eq/€)	N/A	0.0006406	N/A

Table 2 - GHG intensity based on net revenue

The Group discloses its GHG emissions intensity as total GHG emissions (tCO₂e) per net revenue (€), presented for both:

- (i) total GHG emissions calculated using location-based Scope 2 GHG emissions; and
- (ii) total GHG emissions calculated using market-based Scope 2 GHG emissions.

Definition and calculation approach

GHG emissions intensity is calculated using the following formula:

$$\text{GHG emissions intensity (tCO}_2\text{e/€)} = \text{Total GHG emissions (tCO}_2\text{e)} / \text{Net revenue (€)}$$

For the reporting period, the numerator corresponds to:

- Total GHG emissions (location-based): **559,665.74 tCO₂e**
- Total GHG emissions (market-based): **559,614.98 tCO₂e**

These totals are derived as the sum of Gross Scope 1 + Gross Scope 2 (location-based or market-based) + Gross Scope 3 emissions, consistent with the GHG emissions disclosures in this section.

Denominator (“net revenue”) and financial statement reconciliation

- Net revenue used for the GHG intensity denominator equals the “**Revenue**” line item (IFRS 15) in the consolidated financial statements (Note 5).
- Net revenue used for GHG intensity denominator: €873,669,744.00 (this is the denominator applied in Table 2).

Methodologies, significant assumptions and limitations

The numerator (total GHG emissions) is prepared in accordance with the GHG Protocol and the methodologies described in this section for Scopes 1, 2 and 3. The denominator is sourced directly from the audited consolidated financial statements prepared under IFRS 15.

Limitations of the intensity metric include:

The metric reflects consolidated total emissions, which are dominated by Scope 3 estimates and therefore inherits the measurement uncertainty associated with Scope 3 methodologies and assumptions.

2.4.3.1 Gross Scope 1 GHG emissions

Scope 1 GHG emissions comprise direct emissions from fuel combustion in owned or controlled operations. For Logicom Group, these emissions arise primarily from fuel use in company vehicles (mobile combustion), as well as an amount of stationary combustion.

Scope 1 emissions were calculated using activity data collected under E1-5, including fuel card reports, supplier invoices and facility-level records, and converted into GHG emissions using publicly available emission factors.

The methodology is aligned with the GHG Protocol Corporate Standard. Emission factors from the *UK Government GHG Conversion Factors for Company Reporting (DEFRA 2025)* were applied for the main fuel types used by the Group, including petrol, diesel, natural gas, LPG and heating oil. Where necessary, factors expressed in energy units were converted on a consistent basis.

Biogenic CO₂ emissions, where relevant, are disclosed separately. For the reporting period, no biogenic emissions were identified (0 tCO₂). Potential fugitive emissions, such as refrigerants from air conditioning systems, were assessed; based on the nature of operations and currently available information, these sources are not considered material for the reporting period.

The Group is not subject to any regulated emission trading schemes.

The Group has assessed the proportion of Scope 1 emissions arising from regulated emission trading schemes. Based on the nature and scale of its operations, no material Scope 1 emissions subject to regulated emission trading schemes were identified for the reporting period.

2.4.3.2 Gross Scope 2 GHG emissions

Scope 2 GHG emissions comprise indirect emissions from the generation of purchased or acquired electricity, heating and cooling consumed by the Group in its own operations.

In accordance with ESRS E1-6 and the GHG Protocol Scope 2 Guidance, Scope 2 emissions are disclosed using both the *location-based* and *market-based* methods.

Location-based method

The location-based method reflects the average emissions intensity of the electricity grids and energy systems in the countries where the Group consumes purchased energy.

Electricity-related emissions were calculated using country-specific grid emission factors derived from recognised public sources. Purchased heating and cooling were also included where applicable. In Romania, where district heating and cooling are used, the Group applied suitable proxy factors based on the best available information and engineering assumptions, consistent with the approach used under E1-5 and Scope 3 Category 3.

Market-based method

The market-based method reflects emissions associated with electricity and energy products that the Group has contractually chosen.

Where qualifying contractual instruments were available, these were taken into account in line with the GHG Protocol Scope 2 Guidance and the related quality criteria. Electricity consumption backed by renewable contractual instruments was assigned the relevant contractual emission rate where the supporting documentation met the applicable requirements. For all remaining electricity consumption not covered by qualifying contractual instruments, residual mix, supplier-specific or other appropriate fallback factors were used, in accordance with the GHG Protocol hierarchy.

For purchased heating and cooling, where no contractual or supplier-specific factors were available, the market-based approach is aligned with the location-based treatment.

2.4.3.3 Gross Scope 3 GHG emissions

Scope 3 GHG emissions comprise all other indirect emissions occurring across the Group's upstream and downstream value chain.

In accordance with the GHG Protocol Corporate Value Chain Standard, the Group screened all 15 Scope 3 categories. Based on the magnitude of estimated emissions, the nature of the Group's operations, data availability and the relevance of the categories to the Group's business model, the following categories were identified as significant for the reporting period:

- **Category 1** – Purchased goods and services
- **Category 2** – Capital goods
- **Category 3** – Fuel- and energy-related activities (not included in Scope 1 or Scope 2)
- **Category 4** – Upstream transportation and distribution
- **Category 9** – Downstream transportation and distribution
- **Category 11** – Use of sold products
- **Category 12** – End-of-life treatment of sold products

The Group screened all 15 categories using a combination of spend, business model relevance and expected emissions significance. The remaining Scope 3 categories (5, 6, 7, 8, 10, 13, 14 and 15) were assessed as not material, not relevant to the Group's operating model, or not giving rise to material emissions in the reporting period.

Scope 3 methodology

A mixed methodology was applied across significant Scope 3 categories, combining:

- *activity-based methods*, where suitable operational data was available; and
- *spend-based methods*, where more granular activity or supplier-specific data was not available.

Emission factors were sourced through the ClimaTiq platform, which aggregates and standardises data from multiple recognised and publicly available databases. The primary underlying datasets used include:

- CEDA 2025
- EXIOBASE 3.8.2
- UK Government GHG Conversion Factors for Company Reporting (DEFRA)
- BEIS and Covenant of Mayors datasets for country-specific electricity factors
- ADEME, UBA and GLEC frameworks for transport and energy-related emission factors

The use of the ClimaTiq platform ensures consistency in units, system boundaries and greenhouse gas coverage across emission factors.

Where country-specific or activity-specific emission factors were not available, reasonable proxy factors were applied based on geographic, technological or economic similarity.

The majority of Scope 3 emissions were calculated using secondary data and proxy methods. Approximately [>95%] of Scope 3 emissions are based on spend-based or modelled emission factors, while less than [5%] are based on activity-specific data. The use of primary supplier-specific emissions data is currently limited due to data availability constraints. The use of primary supplier-specific emissions data is currently limited due to data availability constraints across the value chain. The Group intends to progressively increase the use of primary data in future reporting periods.

Significant Scope 3 categories

Category 1 – Purchased goods and services

Category 1 emissions were estimated using a spend-based approach based on total purchases during the reporting period. For hardware products, the calculation was refined using available product category mix information, allowing the application of differentiated cradle-to-gate emission factors by product type. Product categories included computers, servers, printers, peripherals/components, toners, accessories and other relevant IT equipment. Purchased cloud computing and data centre services were assessed and are not considered material in the context of total purchased goods and services emissions.

Where the available category split was derived from sales or portfolio mix rather than direct procurement records, this was used as a proxy for the composition of purchased goods. This approach is considered reasonable given the Group's distribution business model and the close relationship between purchased and sold product mix.

For non-hardware purchases and services, separate spend-based emission factors were applied reflecting the nature of the underlying expenditure categories.

Category 2 – Capital goods

Category 2 emissions were estimated using a spend-based methodology applied to the Group's capital expenditure by asset class. Sector-specific cradle-to-gate emission factors were used for the principal categories of capital goods acquired during the reporting period. Expenditures relating mainly to land and preparatory service costs for future development were assessed separately and excluded where they did not represent the acquisition of physical capital goods and were not material in the context of total Scope 3 emissions.

Category 3 – Fuel- and energy-related activities

Category 3 includes upstream emissions associated with purchased fuels, purchased electricity, heating and cooling, and transmission and distribution losses. The calculation was based on the activity data reported under E1-5 and used for Scope 1 and Scope 2. Where country-specific factors were unavailable, reasonable proxies were applied using a defined hierarchy of country-specific, regional or comparable energy-system factors. The methodology applied for Category 3 is designed to avoid double counting with Scope 1 and Scope 2 emissions. Scope 3 Category 3 includes only upstream emissions not already included in Scope 1 or Scope 2, such as fuel production, electricity generation and transmission losses.

Category 4 – Upstream transportation and distribution

Category 4 emissions were estimated using a spend-based approach based on total logistics and freight expenditure incurred during the reporting period. This includes both inbound logistics and outbound distribution activities where the Group bears the transportation cost. Although part of these activities physically relates to the delivery of sold products to customers, they are classified under Category 4 in accordance with the GHG Protocol as the corresponding logistics services are procured and paid for by the Group. In the absence of sufficiently granular activity data such as tonne-kilometres, distance and modal split, a truck transportation proxy was applied to total freight spend.

Category 9 – Downstream transportation and distribution

For Category 9, emissions were calculated only for delivered products (post-sale transport/distribution not paid by Logicom). Customer pickup was excluded in accordance with the GHG Protocol. In the absence of retailer-specific data, regional delivery-rate assumptions were applied based on market characteristics and global e-commerce benchmarks: Cyprus (60%), Greece (60%), UAE (75%), Saudi Arabia (75%), Rest of World (60%). These rates are reasonably assumed to reflect typical delivery vs. pickup behavior in each market. In relation to the cost of items, a percentage assumption between 8% to 10% of the item cost was used as an expected logistics cost based on market conditions reasonably expected in each country.

Category 11 – Use of sold products

Category 11 emissions were estimated for the use phase of sold products, primarily hardware products that consume electricity during their operational lifetime. The calculation scope was limited to tangible hardware products, while software, cloud services and other service-related revenues were excluded, as these do not result in directly attributable use-phase emissions in the same manner.

In the absence of detailed product-level data on units sold, product lifetimes and energy consumption profiles, a proxy approach was applied. A spend-based emission factor for electronic equipment was used as a proxy for lifecycle emissions associated with sold products. This factor was subsequently adjusted to estimate the share attributable to the use phase.

To improve accuracy, differentiated allocation factors were applied by major product category, reflecting variations in typical lifecycle emission profiles. These were informed by publicly available lifecycle assessment studies for ICT equipment, which indicate use-phase emissions per major product types. The resulting weighted average use-phase share applied is approximately one-third of estimated lifecycle emissions, based on differentiated category-level assumptions. This approach represents a simplified estimation method and is subject to uncertainty due to the use of generalised lifecycle assumptions and the absence of product-specific usage data. The Group intends to refine this methodology in future reporting periods as more granular data becomes available.

Category 12 – End-of-life treatment of sold products

Category 12 emissions were estimated for the end-of-life treatment of products sold during the reporting period, using a spend-based proxy approach based on the cost of goods sold (COGS) of hardware products. A spend-based emission factor for electronic equipment was applied, representing upstream supply chain emissions associated with the production of such products. An adjustment factor was applied to approximate the share of emissions attributable to end-of-life treatment.

The allocation factors were differentiated by product category and reflect typical lifecycle distributions observed in the literature for electronic equipment. End-of-life processes, including collection, recycling, recovery and disposal, generally represent a relatively small proportion of total lifecycle emissions. The resulting weighted average end-of-life share applied across the portfolio is approximately 5% of total lifecycle emissions.

This approach provides an order-of-magnitude estimate rather than a product-specific lifecycle assessment and is subject to uncertainty due to the use of proxy emission factors and assumptions regarding product composition and disposal pathways. The Group will seek to enhance the accuracy of this estimate in future reporting periods by incorporating more detailed data on product types and end-of-life treatment routes.

Estimation uncertainty and future improvements

The reported GHG emissions, in particular Scope 3 emissions, are subject to estimation uncertainty due to:

- limited availability of supplier-specific and product-level data;
- reliance on spend-based methodologies for several significant Scope 3 categories;
- the use of proxy emission factors where country-specific or activity-specific data was not available; and
- assumptions applied to estimate lifecycle stages, particularly for Categories 11 and 12.

The Group has applied the best available data and methodologies currently accessible and considers the reported disclosures to provide a fair representation of its GHG emissions profile for the reporting period. As this is the first year of ESRS reporting, the Group intends to refine and improve its approach in future reporting periods, including through:

- further enhancement of data collection processes across entities and value chain partners;
- greater use of supplier-specific and activity-based data where feasible;
- improved granularity in logistics data, including transport mode, weight and distance;
- continued assessment of additional direct emission sources, including fugitive emissions; and
- progressive refinement of assumptions used for sold-product lifecycle emissions.

The Group's GHG emissions metrics, including the GHG emissions intensity metric, have not been validated or verified by an external body other than the appointed assurance provider.

3 ESRS E2 - Pollution

3.1 Impact, risk and opportunity management

3.1.1 Description of the processes to identify and assess material pollution-related impacts, risks and opportunities [E2 IRO-1]

The identification and assessment of pollution-related impacts, risks and opportunities were carried out as part of the Group's Double Materiality Assessment, the methodology of which is described in the ESRS 2 section of this report.

As part of this process, the Group performed a screening of its own operations and relevant upstream and downstream value chain activities at an operational and activity level, rather than at the level of individual site locations. The screening covered environmental media including air, water and soil, as well as substances of concern and microplastics, in line with the ESRS E2 sub-topics. In addition, the assessment considered whether the Group has dependencies on ecosystem services related to pollution mitigation, such as natural processes contributing to air, water or soil quality regulation. Based on the nature of the Group's operations as a distributor of technology products, with limited direct interaction with natural ecosystems, such dependencies were not identified as relevant for the purposes of the assessment and were therefore not further analysed. Operational activities considered included transportation and logistics operations, vehicle maintenance activities and other operational inputs that may give rise to pollution-related impacts or regulatory risks.

The assessment followed the structured methodology applied in the Group's Double Materiality Assessment, including the evaluation of impact severity, scope and likelihood for environmental impacts and the magnitude and likelihood of associated financial risks and opportunities. The screening and assessment were based on internal operational data, applicable regulatory requirements and expert judgement, applying predefined scoring thresholds to determine materiality.

As a result of this approach, the assessment did not include a location-specific analysis of pollution-related impacts, and no specific site locations were identified where pollution is considered a material issue.

No consultations were conducted directly with affected communities, as no specific affected communities were identified and the nature of the Group's pollution-related impacts does not involve localised exposure requiring such engagement. Instead, the Group relied on stakeholder engagement carried out in the context of the Double Materiality Assessment, which included both internal and external stakeholders, to inform the identification and evaluation of pollution-related impacts, risks and opportunities.

The results of the assessment identified air pollution associated with transportation vehicles used in logistics activities within the Group's own operations as the only pollution-related matter reaching the defined materiality thresholds. This impact arises from emissions generated by transportation vehicles used in logistics operations and represents an actual negative environmental impact occurring within the Group's own operations. The associated risk relates primarily to potential regulatory exposure and operational costs linked to emissions and environmental compliance requirements.

The identified impact is associated with logistics and transportation activities across the Group's operations and is not limited to specific site locations. No material pollution-related impacts, risks or opportunities were identified in the upstream or downstream value chain.

Other pollution-related matters assessed, including potential impacts related to water pollution, soil contamination, substances of concern and microplastics, were determined to be below the materiality thresholds defined in the Group's Double Materiality Assessment.

3.1.2 Policies related to pollution [E2-1]

The Group manages pollution-related impacts, risks and opportunities through its Environmental Management System, which forms part of the Integrated Management System, together with supporting environmental policies, procedures and operational work instructions.

The Environmental Management System is aligned with ISO 14001 principles and is designed to support environmental risk identification, control and continuous improvement within the Group's operations.

The Environmental Management framework establishes processes for identifying environmental aspects and risks associated with operational activities, implementing control, corrective and preventive measures and monitoring environmental performance. Monitoring is carried out through defined environmental performance indicators, internal audits and periodic management review processes within the Environmental Management System (MDR-P (a)). Environmental aspects and impacts are identified and evaluated through structured environmental risk assessment processes covering operational activities, including offices, vehicles, and stores.

This includes the Group's vehicle fleet used in logistics operations, which is considered within the scope of environmental risk assessment processes. Corresponding mitigation measures are defined, assigned and monitored as part of the Environmental Management System.

The framework further includes processes for monitoring environmental performance, conducting internal audits and performing periodic management reviews, supporting ongoing oversight of environmental risks and compliance with applicable environmental requirements.

Through this framework, the Group establishes general objectives to prevent and control environmental impacts arising from its operations, including pollution-related impacts. However, the Environmental Management Policy does not define specific, pollution-sub-topic-level objectives or targets directly linked to the identified material impact and risk (i.e. air emissions from transportation activities). Instead, more specific objectives and targets are defined at operational level through the Environmental Management System, including the Environmental Management Plans applicable to certain entities.

In this context, the Environmental Management Plans include operational objectives and targets relevant to pollution-related impacts, such as the monitoring and management of fuel consumption and the gradual improvement of environmental performance of the vehicle fleet. These objectives are linked to the material pollution-related impact and associated regulatory risk identified under E2.IRO.1. Progress against these objectives is monitored through defined environmental performance indicators, internal registers, periodic reviews and management oversight processes within the Environmental Management System. The Environmental Management Policy does not include specific commitments to minimise or substitute substances of concern or to phase out substances of very high concern (SVHCs). This reflects the outcome of the Group's Double Materiality Assessment, under which such matters were not identified as material, as well as the nature of the Group's activities as a distributor of finished products, where product composition is determined by upstream suppliers rather than the Group itself.

These risks are managed through the broader Environmental Management System processes, including environmental risk assessment, implementation of operational controls and ongoing monitoring of environmental performance.

The policy framework is primarily focused on the Group's own operations, including affected stakeholder groups and does not yet formally extend to upstream or downstream value chain activities.

The Environmental Management System does not explicitly define specific pollutant categories or substance groups within the Environmental Management Policy. In relation to the material pollution-related impact identified (air emissions from transportation activities), these are addressed indirectly through the inclusion of vehicle fleet operations within environmental risk assessment processes and the implementation of corresponding operational controls and monitoring practices. In addition, relevant aspects are addressed at operational level through the Environmental Management Plans, which include monitoring and management of fuel consumption and related environmental performance indicators. While these processes support the management of transport-related air emissions, they do not constitute a policy-level specification of pollutant categories or targeted measures for individual air pollutants.

Environmental risk assessment and emergency preparedness procedures are established to support the prevention and management of environmental incidents. The Group maintains emergency response plans, conducts periodic drills and trainings, and applies incident investigation processes, including root cause analysis and implementation of corrective and preventive actions, in order to limit potential impacts on people and the environment.

Responsibility for the implementation of the Environmental Management System rests with the Group Integrated Management System (GIMS) Manager, with oversight embedded within the Group's management structure. The policy forms part of the Group's management system documentation approved by senior management and is communicated internally through the Integrated Management System. The Environmental Management Policy is publicly available on Logicom Group's Website, and the related Environmental Information Leaflet is communicated to all new customers to inform them about the procedure they should follow for the proper disposal of packaging, electrical and electronic waste.

Stakeholder input is incorporated indirectly through environmental risk assessment processes and periodic management review, which consider regulatory requirements, operational inputs and feedback from relevant stakeholders involved in environmental management processes. The key internal and external stakeholders considered in setting up the policy are the customers, suppliers/subcontractors/partners, investors, employees, supervisory authorities and financial institutions. Their interests and feedback are analyzed and taken into consideration in the Analysis and Strategy Report of the company.

Through the implementation of these processes, the Group contributes to broader environmental protection objectives, including those reflected in European policy frameworks such as the EU Action Plan "Towards Zero Pollution for Air, Water and Soil", particularly with respect to pollution prevention, environmental monitoring and the reduction of operational environmental risks.

3.1.3 Actions and resources related to pollution [E2-2]

The Group has not adopted a formal, Group-wide pollution-specific action plan. However, it has implemented targeted operational measures addressing its material pollution-related impact, namely air emissions from transportation activities.

These actions focus on reducing emissions from logistics and transportation operations and include the introduction of three hybrid vehicles in 2025, as well as the replacement of selected diesel vehicles with petrol alternatives across Group entities. They are implemented as part of operational decision-making processes. While the Environmental Management Policy does not define specific pollution-related objectives linked to the identified material impact (air emissions from transportation activities), relevant operational objectives are established through the Environmental Management Plans, which include monitoring and management of fuel consumption and related environmental performance indicators. The disclosed actions are therefore aligned with these operational objectives rather than with policy-level commitments. These measures contribute to the reduction of air pollutant emissions and support the mitigation of the Group's identified material pollution-related impact.

The actions are primarily allocated to the pollution reduction (minimisation) layer of the mitigation hierarchy, as they aim to reduce emissions at source through fleet optimisation and transition to lower-emission vehicles.

The scope of these actions is limited to the Group's own operations, specifically transportation and logistics activities, and they are implemented at entity level rather than through a consolidated Group-wide action plan. In particular, the actions implemented during the reporting period relate primarily to Cyprus-based entities where Environmental Management Plans are in place and operational monitoring is performed. The actions consider relevant stakeholder groups associated with these activities, including employees involved in transportation operations, customers affected by service delivery, and regulatory authorities overseeing environmental compliance.

The Group has not established formal time-bound pollution-specific action plans or targets. Instead, actions are implemented progressively as part of operational decision-making and fleet renewal processes.

The implementation of these actions is supported through general operational budgets allocated to fleet renewal and operational improvements. The CapEx allocated to the acquisition of the said three hybrid vehicles amounted to €56,700, disclosed under Note 14 of the financial statements.

The Group engages to a limited extent with external partners involved in transportation and distribution activities, including communication on fleet optimisation practices such as the transition towards hybrid vehicles. These engagements do not currently constitute a formalised value chain pollution action programme.

No site-level pollution-specific action plans have been defined or implemented, as actions are currently undertaken at operational and entity level rather than through location-specific planning.

3.2 Metrics and targets

3.2.1 Targets related to pollution [E2-3]

The Group has not established measurable, outcome-oriented and time-bound pollution-related targets at Group level.

This reflects the current stage of development of the Group's sustainability framework, which is focused on implementing operational improvements rather than formalised target-setting processes. The Group expects that more structured pollution-related targets may be developed as part of the ongoing evolution of its sustainability strategy.

Despite the absence of formal targets, the Group monitors the effectiveness of its actions addressing pollution-related impacts through its Environmental Management System. This includes the monitoring of fuel consumption associated with transportation activities, periodic environmental performance reviews, internal audits and management review meetings.

At entity level, annual environmental objectives and targets are set within the ISO 14001-certified Environmental Management System for two Cyprus-based entities (Logicom Public Ltd and Logicom Solutions Ltd). These targets are operational in nature and contribute to the management of air emissions, but do not constitute Group-wide targets.

In relation to the Group's material pollution-related impact, i.e. air emissions from transportation activities, no specific Group-level targets have been defined for air pollutants or respective specific loads. However, fuel consumption targets were set that indirectly address the said impact, with monitoring of fuel consumption and related operational indicators supporting its management. For 2025, the target set was to keep the fuel

consumption stable and avoid significant increase, which was primarily achieved considering only a 1% increase in fuel consumption was recorded. The base period of fuel consumption calculation is 2018 and the formula used is (Monthly Fuel Consumption (Litres) for 2024/Monthly Turnover 2024*100,000) - (Monthly Fuel Consumption (Litres) for 2025/Monthly Turnover 2025*100,000). The results are evaluated per company and in case of an increase the reasons are investigated. The target is defined as an operational management target within the Environmental Management System and is not based on conclusive scientific evidence or external frameworks. It is established and reviewed on an annual basis as part of the ISO 14001 Environmental Management System processes and is monitored through periodic performance tracking and management review. No external stakeholder involvement was identified in the target-setting process, as targets are defined internally based on operational considerations.

No targets have been established in relation to emissions to water, soil pollution or substances of concern, as these matters were not identified as material through the Group's Double Materiality Assessment.

Any targets set within the ISO 14001 Environmental Management System are voluntary and not required by legislation.

The Group has not applied ecological threshold-based approaches in setting pollution-related targets, nor has it established site-level or value chain-specific pollution targets.

3.2.2 Pollution of air, water and soil [E2-4]

Logicom Group reviewed the nature of its operations in relation to the requirements of ESRS E2-4 and the pollutants listed in Annex II of Regulation (EC) No 166/2006 (European Pollutant Release and Transfer Register – E-PRTR).

The Group's operations primarily consist of distribution, logistics, warehousing and office-based activities. These activities do not involve industrial production processes and the Group does not operate installations that fall within the scope of the E-PRTR Regulation. Furthermore, none of the Group's facilities exceed the pollutant emission thresholds specified in Annex II of the E-PRTR Regulation. The Group does not generate emissions to water or soil from its own operations. This assessment covers operations under the Group's financial and operational control in line with the consolidation principles of ESRS E2-4.

Consequently, quantitative disclosure of pollutant emissions to air, water and soil under ESRS E2-4 is not applicable, as the reporting thresholds defined by the E-PRTR Regulation are not triggered.

Potential sources of emissions associated with the Group's operations are primarily linked to fuel combustion in transportation vehicles used for logistics and distribution activities. These emissions may include nitrogen oxides (NO_x), sulphur oxides (SO_x), carbon monoxide (CO) and particulate matter (PM). To assess whether pollutant emissions from vehicle use in own operations could trigger reporting under ESRS E2-4, the Group performed a screening assessment based on annual fuel consumption data for company vehicles. Emissions of relevant air pollutants associated with road transport, including nitrogen oxides (NO_x), sulphur oxides (SO_x), carbon monoxide (CO) and particulate matter (PM₁₀), were estimated using recognised emission factor methodologies. For NO_x, CO and PM₁₀, emission factors were sourced from the EMEP/EEA Air Pollutant Emission Inventory Guidebook (2023). Emissions of SO_x were estimated based on the sulphur content of fuels, in line with EMEP/EEA guidance and EU low-sulphur fuel standards, (assuming full oxidation during combustion). Conservative assumptions were applied. Based on this screening assessment, emissions were determined to be significantly below the reporting thresholds specified in Annex II of Regulation (EC) No 166/2006.

The Group also assessed the generation and use of microplastics within its own operations. Based on the nature of its activities, the Group does not manufacture plastics, use plastic pellets as industrial inputs or

generate microplastics as a direct output of its operational processes. Accordingly, microplastics generated or used are considered not material.

As this is the first year of reporting under ESRS, no historical data is available to describe changes over time in pollutant emissions.

4 ESRS E4 – Biodiversity and ecosystems

Although the Group has applied quick-fix provisions for ESRS E4 and does not disclose the full set of disclosure requirements, biodiversity and ecosystems have been assessed as a material sustainability topic as a result of the Group's Double Materiality Assessment.

The material matter identified relates to climate change as a direct driver of biodiversity loss (ESRS E4 – Direct impact drivers of biodiversity loss), reflecting the indirect impact of the Group's logistics and distribution activities through greenhouse gas emissions and their contribution to broader environmental pressures affecting ecosystems. This impact is primarily associated with the Group's own operations, particularly transportation activities, and is linked to the Group's dependency on energy and transport infrastructure.

From a strategic perspective, the Group addresses this matter indirectly through its broader environmental and climate-related management approach. In particular, actions and initiatives aimed at managing energy consumption and greenhouse gas emissions, as described under ESRS E1 (Climate Change), are considered to contribute to mitigating the Group's indirect impact on biodiversity and ecosystems.

The Group has not established specific, time-bound biodiversity-related targets, either at Group or entity level, during the reporting period. Existing environmental targets and monitoring practices, including those implemented through ISO 14001 Environmental Management Systems at entity level, are focused primarily on operational environmental performance (e.g. energy use, emissions and resource consumption) and do not specifically address biodiversity-related outcomes. Accordingly, no targets based on conclusive scientific evidence have been defined in relation to biodiversity and ecosystems.

The Group's Environmental Management Policy, implemented through its Integrated Management System, provides a general framework for identifying and managing environmental impacts arising from operations. While this includes consideration of environmental aspects that may be indirectly linked to biodiversity (e.g. emissions, resource use), the policy does not include specific provisions or commitments explicitly addressing biodiversity and ecosystem protection.

During the reporting period, the Group has not implemented actions specifically designed to address biodiversity and ecosystems. However, certain actions undertaken in relation to climate change and environmental management — including emissions monitoring, operational controls and compliance with environmental regulations — contribute indirectly to the management of biodiversity-related impacts. These actions are primarily focused on compliance and operational efficiency rather than targeted biodiversity outcomes.

No biodiversity-specific metrics were identified or monitored during the reporting period. Environmental performance indicators currently tracked by the Group relate mainly to energy consumption, emissions and resource use, as disclosed under other environmental topical standards.

5 ESRS E5 – Resource Use and Circular Economy

5.1 Impact, risk and opportunity management

5.1.1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities [E5 IRO-1]

Resource use and circular economy matters are assessed within the Group’s overall Double Materiality Assessment (DMA), as described in the ESRS 2 section of this report. This process covers both the Group’s own operations and its upstream and downstream value chain and considers environmental aspects including resource inflows, operational inputs and waste generation.

The outputs of the DMA directly informed the identification of material impacts, risks and opportunities and the selection of the relevant ESRS disclosure requirements reported in this section, in line with ESRS 2 IRO-2. In this context, the identification of E5.IRO.1 (resource inflows and associated resource use) as material resulted in the inclusion of disclosures under ESRS E5-4, while resource outflows and waste-related aspects were assessed but not considered material at Group level and are therefore not subject to detailed disclosure requirements under ESRS E5-5.

Through the DMA, the Group reviews its activities and value chain exposures to identify actual and potential impacts, risks and opportunities related to resource use and circular economy. The identification and assessment follow a structured methodology aligned with ESRS 2 IRO-1, including:

- evaluation of impact severity (scale, scope and irremediability) and likelihood for environmental impacts; and
- evaluation of magnitude and likelihood for financial risks and opportunities.

This approach is embedded within the Group’s broader environmental materiality assessment, whereby resource use and circular economy considerations are assessed alongside related environmental topics such as climate change, pollution, water and biodiversity, reflecting the interdependencies between resource use, waste generation and environmental impacts.

While the DMA provides a structured basis for identifying and assessing resource-related impacts, risks and opportunities, it is not structured as a standalone screening exercise at asset or activity level specifically for resource use and circular economy, and no dedicated resource-specific analytical methodologies (such as Material Flow Analysis or Environmental Footprint approaches) were applied during the reporting period.

Stakeholder engagement carried out as part of the DMA, involving both internal and external stakeholders, informed the identification and assessment of environmental impacts, risks and opportunities, including those related to resource use and waste. No consultations were undertaken specifically for resource use and circular economy matters, and no specific affected communities were identified in this context during the reporting period.

In assessing resource inflows, the Group considered key factors including the nature of products distributed (primarily IT equipment and electronic components), associated packaging materials, the predominance of non-renewable material inputs, and dependencies on upstream suppliers for the provision of finished goods. These factors were assessed in terms of their contribution to environmental impacts, including the depletion of natural resources, and financial risks, including exposure to regulatory developments, cost pressures and supply chain dependencies.

Resource outflows and waste-related aspects were also assessed as part of the DMA, including waste streams associated with packaging, electrical and electronic equipment and batteries, as well as related waste management practices. This included consideration of both hazardous and non-hazardous waste streams. However, these aspects were not assessed as material at Group level in terms of impact or financial risk and were therefore not prioritised for disclosure under ESRS E5.

Based on the DMA and the Group's Environmental Assessment List, the Group identified the most relevant resource categories on a qualitative risk assessment basis. These include IT equipment and electronic products, packaging materials, transport-related resource use (including vehicles), operational consumables such as paper, and energy-related inputs such as electricity and fuel (reported under ESRS E1 – Climate Change). This prioritisation reflects the application of the Group's environmental risk assessment methodology, which considers parameters such as probability, severity, duration of activity, scale and span of effects, level of control and regulatory exposure, resulting in an overall environmental risk score.

Under a business-as-usual trajectory, continued reliance on resource-intensive distribution activities is expected to result in ongoing consumption of natural resources and continued exposure to regulatory and compliance-related costs. These considerations informed the assessment of a material financial risk associated with resource use.

No material opportunities related to resource use and circular economy were identified during the DMA assessment.

The assessment also considered, at a qualitative level, potential impacts and risks associated with a transition to a more circular economy. While the Group's material financial risk under E5.IRO.1 already reflects exposure to increasing regulatory costs and compliance requirements, transition-related considerations introduce additional drivers of this risk, including accelerated regulatory developments, stricter product-related requirements and evolving supplier expectations. As such, transition-related risks were assessed as aligned with and reinforcing the same underlying risk pathway identified under the business-as-usual scenario, rather than representing a fundamentally separate risk category. The assessment was informed primarily by internal knowledge of the Group's operations and business relationships, including input from relevant operational and management personnel involved in the DMA process. These risks are primarily concentrated in the upstream value chain and in the Group's own operations, particularly logistics and distribution activities.

Overall, the Group's approach integrates resource use and circular economy considerations within its broader materiality assessment framework, providing a consistent basis for identifying impacts, risks and opportunities, while further enhancement of resource-specific analytical approaches remains an area for future development.

5.1.2 Policies related to resource use and circular economy [E5-1]

The Group has established an Environmental Management Policy within the framework of its Integrated Management System (IMS), which is aligned with ISO 14001 and supports the identification and management of environmental aspects and impacts arising from its operations. In the context of ESRS E5, the elements of this policy framework that are relevant to the identified material impact and risk (E5.IRO.1 – resource inflows and associated resource use) relate primarily to the management of resource use within own operations and the integration of environmental considerations in supplier and subcontractor evaluation processes.

The Environmental Management Policy addresses resource use and circular economy considerations relevant to resource inflows through the identification and management of environmental aspects and impacts. Environmental risk assessments are performed across key operational areas (including offices, vehicles,

workshops and storage facilities), enabling the Group to identify resource-related impacts such as material use (excluding energy-related aspects, which are reported under ESRS E1 – Climate Change) and waste generation. Environmental aspects and impacts are documented in a central Environmental Risk Assessment List and are reviewed at least annually or when significant operational changes occur. Environmental risks are evaluated using a structured methodology based on defined parameters (including probability, severity, duration and scale), and significant risks are subsequently managed through Environmental Management Plans, which include objectives and targets aimed at improving environmental performance. In the context of the identified material IRO (E5.IRO.1), these processes are relevant insofar as they enable the identification and monitoring of resource use within the Group’s own operations, which forms part of the overall resource inflow profile, although they do not directly address upstream resource sourcing.

The scope of the Environmental Management Policy primarily covers the Group’s own operations own operations across all entities and operational sites in the regions in which it operates, including Cyprus, Greece, the Middle East and the Gulf region. It applies to owned or directly controlled facilities such as warehouses, offices and logistics hubs, where resource use and waste generation occur. The affected stakeholder groups within the scope of the Policy include employees in warehousing, logistics and administrative functions, subcontractors operating within Logicom-controlled facilities, visitors accessing Group premises and communities indirectly affected by the Group’s operational environmental footprint. Elements of the policy framework extend to the upstream value chain through supplier and subcontractor selection and evaluation processes, which incorporate environmental criteria such as certifications (e.g. ISO 14001 or EMAS) and regulatory compliance (e.g. RoHS, CE). These processes support general environmental screening of suppliers but are not specifically designed to manage resource inflow dependencies or circular economy objectives. Downstream activities, including product use and end-of-life treatment, are not within the scope of the Environmental Management Policy and are addressed, where applicable, through other corporate policies and procedures.

Accordingly, while these processes support the identification and consideration of environmental aspects within the value chain, they do not currently constitute an explicit sustainable sourcing or circular economy policy.

The Environmental Management Policy is approved at Group level and implemented across relevant entities through defined roles and responsibilities, including oversight by the Integrated Management System (IMS) Manager and involvement of operational and management personnel. The Environmental Management Policy forms part of the Group’s Integrated Management System and is communicated internally through established channels to employees across relevant functions. It is publicly available on the Group’s website. Environmental information is also shared with customers through supporting materials, such as the Environmental Information Leaflet. Suppliers and subcontractors are informed of relevant environmental expectations through evaluation processes and contractual arrangements, although the Policy itself is not formally issued as a standalone supplier document. The primary audiences therefore include employees, customers, subcontractors and other external stakeholders accessing public disclosures. Stakeholder input is incorporated into the Environmental Management Policy indirectly through environmental risk assessment processes and periodic management review. These processes take into account regulatory requirements, operational considerations and feedback from key internal and external stakeholders, including customers, suppliers and subcontractors, employees, investors, supervisory authorities and financial institutions. Stakeholder interests typically relate to regulatory compliance, environmental performance, resource efficiency and operational risk management. These inputs are considered in the Group’s Analysis and Strategy Report and inform the periodic review and updating of environmental management processes. No material policy changes specifically attributable to stakeholder input were identified during the reporting period.

The policy framework is integrated within broader environmental management processes and does not constitute a standalone policy specifically addressing resource use efficiency or circular economy principles. While resource use and waste management are addressed operationally, the current policy framework:

- does not explicitly define measures related to transitioning away from virgin resource use or increasing the use of secondary (recycled) materials;
- does not include specific provisions on sustainable sourcing or the use of renewable resources within procurement practices; and
- does not formally structure waste management in accordance with the full waste hierarchy or explicitly prioritise circular strategies such as re-use, repair or refurbishment over waste treatment.

Overall, the Group's current policy framework provides a structured basis for managing environmental impacts, including those related to resource use, and incorporates elements of value chain consideration through supplier evaluation processes. Nevertheless, while these governance and implementation arrangements support the consistent application of environmental management practices, their relevance to the material IRO (E5.IRO.1) is primarily indirect, as they do not specifically target upstream resource inflows or supplier-related resource dependencies. Further development is expected as part of the ongoing evolution of the Group's sustainability strategy to more explicitly align with circular economy principles and resource efficiency considerations.

5.1.3 Actions and resources related to resource use and circular economy [E5-2]

The Group's actions in relation to resource use and circular economy during the reporting period were primarily embedded within existing operational and procurement-related processes, in line with the material impact and risk identified under E5.IRO.1 (resource inflows and associated resource use).

During the reporting period, the Group's key actions included:

- i. the implementation of environmental criteria into supplier and subcontractor selection and evaluation processes, supporting the consideration of resource-related impacts at sourcing stage; and
- ii. the implementation of operational measures within own operations, including initiatives to reduce paper consumption and increase the use of electronic documentation.

These actions are linked to Environmental Management System (EMS) objectives and targets at entity level, specifically found in the Environmental Management Plan, such as maintaining or reducing material consumption and improving resource efficiency through monitoring and control processes. The expected outcomes include reduced consumption of office materials, improved tracking of resource use and increased integration of environmental considerations in procurement decisions.

These actions are ongoing and implemented through the Group's ISO 14001 Environmental Management System and Environmental Management Plans, particularly within Cyprus-based entities, and are supported by operational registers, internal procedures and periodic review processes.

The key stakeholder groups involved or impacted by these actions include employees through resource use practices, suppliers and subcontractors through procurement and sourcing processes and the natural environment being indirectly impacted through changes in material consumption and resource use.

The Group has not identified the related expenditures as significant operational or capital expenditures. Financial resources are allocated in the form of operational expenditures, based on the operational requirements and procurement-related activities, with no significant capital expenditure or dedicated circular economy investment programmes identified during the reporting period.

At the same time, aspects such as the use of secondary raw materials and the application of circular product design are largely determined by the Group's upstream suppliers and vendors, given the nature of the Group's business as a distributor of finished products. As such, these elements are not directly within the Group's

operational control. However, they are recognised as relevant factors in the context of the material resource inflow-related risk and are being considered as part of the ongoing evolution of the Group's sustainability strategy, including potential future enhancements to supplier engagement and procurement-related processes. At this stage, no formally approved or committed future actions have been defined at Group level beyond these considerations.

5.2 Metrics and targets

5.2.1 Targets related to resource use and circular economy [E5-3]

No measurable, outcome-oriented and time-bound Group-wide targets have been formally adopted during the reporting period in relation to resource use and circular economy. Accordingly, the Group has not established formal targets at consolidated level specifically addressing the material impact and risk identified under E5.IRO.1.

Nevertheless, certain entity-level operational targets are maintained within the ISO 14001 Environmental Management System applicable to the Cyprus-based entities within the scope of that system. The Group Manual indicates that ISO 14001 applies to Logicom Public Ltd and Logicom Solutions Ltd in Cyprus, rather than across all Group entities. These operational arrangements include the use of an Environmental Management Plan, the setting of objectives and targets, and periodic monitoring of performance through operational records and review processes.

Based on the Environmental Management Plan shared, the Cyprus-based entities have set operational objectives and targets relevant to resource use, including a target to decrease paper consumption by 10% within the annual reporting cycle, which is monitored on an ongoing basis through quarterly internal reviews. As such, this target is defined under the Environmental Management System (EMS) objectives and targets related to resource efficiency and supports the management of E5.IRO.1 by reducing material consumption within own operations.

The paper consumption target is not science-based and is defined as an operational management target under the Environmental Management System. The level of ambition was determined based on internal operational considerations, including historical consumption levels and the feasibility of implementing reduction measures within existing processes. The paper reduction target aligns primarily with the waste hierarchy layer of prevention, as it focuses on reducing material use at source and thereby avoiding waste generation.

Targets are monitored through internal registers and declarations. The paper consumption target specifically is defined and tracked based on internal data collected through operational records, including procurement and consumption registers for paper use. Performance is measured using an intensity-based indicator (paper consumption in kg relative to sales activity), comparing current-year performance against the prior-year baseline (2024) as defined in the Environmental Management Plan. The target is defined as an intensity-based metric rather than as a standalone absolute reduction (e.g. total kg of paper). Absolute consumption data (kg) is tracked through internal systems; however, the use of an activity-normalised indicator allows performance to be assessed independently of fluctuations in business volume. They therefore provide evidence that the effectiveness of certain policies and actions is tracked at entity level, even though no official Group-wide ESRS target framework has yet been adopted. The Group Manual also states that target achievement is measured through the Environmental Management Plan and related monitoring processes. No external stakeholder involvement in the setting of these entity-level operational targets was identified during the reporting period.

No changes to the target or the methodology used to define and track it were made during the reporting period. Performance against the paper reduction target indicates a reduction of approximately 42% compared to the baseline (Kg per €100k sales 2024: 17.51; Kg per €100k sales 2025: 10.11), exceeding the target level.

Progress is monitored through internal systems, including ERP-based tracking of consumption data, and is reviewed periodically as part of Environmental Management System monitoring and management review processes. Based on the current performance, the target is considered to have been achieved for the reporting period.

In relation to the categories listed in E5-3.24, the targets identified at entity level relate mainly to:

- resource inflows and resource use through reduced paper use;
- and, more specifically, minimisation of primary raw material use, as reduced paper consumption lowers demand for paper-based resources.

However, these targets are limited to operational resource consumption within own operations and do not address the primary drivers of the material risk identified under E5.IRO.1, which relate to upstream resource dependencies and supplier-controlled product characteristics.

No Group-wide or entity-level targets were identified during the reporting period in relation to:

- circular product design;
- circular material use rate;
- formal sustainable sourcing and use of renewable resources;

or other broader circular economy matters beyond the operational measures described above.

No ecological thresholds or entity-specific allocations were used in setting these targets. The targets referred to above are voluntary operational targets established under the ISO 14001 Environmental Management System and are not mandatory statutory targets. Biodiversity considerations (ESRS E4) were not identified as material in the context of the Group's resource use and circular economy activities, as impacts on biodiversity are considered indirect and limited given the nature of the Group's operations as a distributor.

Overall, while the Group has not yet adopted formal consolidated targets for resource use and circular economy, certain Cyprus-based entities track the effectiveness of relevant actions through entity-level ISO 14001 objectives, targets and monitoring processes. As a result, the current target framework provides only partial coverage of the material resource inflow-related risk, and further development of targets aligned with upstream resource dependencies is expected as part of the ongoing evolution of the Group's sustainability strategy. Future target development is expected to progressively incorporate lifecycle considerations, particularly in relation to upstream resource sourcing, product characteristics and end-of-life aspects, as part of the ongoing enhancement of the Group's sustainability strategy.

5.2.2 Resource inflows [E5-4]

During the reporting year, the Group sold hardware equipment with a total cost of €778 million. These goods covered a broad range of IT and office-related products, distributed approximately across the following categories: Printers (2.09%), Monitors (0.36%), Computers (34.82%), Mobile Phones (0.28%), Servers (10.58%), Peripherals and Components (36.64%), Accessories (0.47%), and Toners (14.75%).

At this stage, the Group does not disclose the physical mass of acquired hardware. Supplier-level information on product weight and material composition was not available during the reporting period and could not be reliably obtained. As a result, the Group is not yet able to quantify material inflows or the specific content of critical raw materials embedded in the products purchased.

Resource-Depletion Risks

As part of the Group's assessment of impacts, risks and opportunities (IROs), resource-depletion risk has been identified as the most relevant topic under ESRS E5. Given the nature of the Group's procurement activities, certain categories—particularly Computers, Servers, and Peripherals/Components—represent areas of higher reliance on materials associated with global resource-depletion concerns. These include rare earth elements, semiconductors, and other critical raw materials essential for electronic assemblies and high-performance computing equipment.

Although the Group cannot currently quantify the volumes of these materials, the procurement mix indicates the structural dependency on resource-intensive electronic components. This dependency is recognised as a material area of risk within the Group's broader sustainability framework.

Data Limitations and Transitional Provisions

The Group acknowledges that its current disclosures rely on qualitative assessments due to the absence of supplier-provided mass and material-composition data. Such information could not be obtained or reasonably determined within the reporting period.

In line with the ESRS transitional provisions for value-chain data, the Group has applied reasonable alternative approaches where direct measurement was not feasible to achieve transparency on the identified risk area. The Group is committed to improving the completeness and accuracy of its resource-use data in future reporting cycles.

6 EU Taxonomy Disclosures

6.1 Regulatory framework and applicability

The EU Taxonomy Regulation (EU) 2020/852 establishes a classification system for environmentally sustainable economic activities as part of the European Union's action plan on financing sustainable growth. The Regulation defines six environmental objectives:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

Economic activities are considered environmentally sustainable where they contribute substantially to one or more of the above environmental objectives, do not significantly harm the achievement of the remaining objectives, and comply with minimum social safeguards relating to human rights and labour standards.

The assessment of whether an activity is taxonomy-eligible or taxonomy-aligned is based on the technical screening criteria set out in the relevant Delegated Regulations, including:

- Delegated Regulation (EU) 2021/2139
- Delegated Regulation (EU) 2021/2178
- Delegated Regulation (EU) 2023/2485
- Delegated Regulation (EU) 2023/2486

Economic activities are considered taxonomy-eligible where they fall within the scope of activities defined by the EU Taxonomy. They are considered taxonomy-aligned where they meet the applicable technical screening criteria, including substantial contribution, do no significant harm criteria, and minimum safeguards.

In accordance with the EU Taxonomy Regulation and its delegated acts, the Group has assessed the proportion of its revenue, capital expenditure (CapEx) and operating expenditure (OpEx) associated with taxonomy-eligible and taxonomy-aligned economic activities.

The application of the EU Taxonomy framework involves interpretation of certain technical criteria and definitions, which remain subject to evolving regulatory guidance and clarification.

6.2 Methodology for determination of KPIs

The Group has established a structured approach to identify and calculate the financial indicators required under the EU Taxonomy Regulation, namely revenue, CapEx and OpEx.

Financial information used for the Taxonomy disclosures is derived from the Group's consolidated financial statements for the year ended 31 December 2025 and reconciled to ensure consistency and completeness.

Revenue corresponds to total net sales as presented in the consolidated income statement. CapEx corresponds to additions to property, plant and equipment during the year, as disclosed in the notes to the financial statements. OpEx corresponds to operating and administrative expenses as presented in the consolidated income statement.

Economic activities were reviewed and mapped against those defined in the EU Taxonomy delegated acts. The KPIs are calculated using consolidated financial data, which eliminates intra-group transactions in accordance with standard consolidation procedures and avoids double counting.

Given the nature of the Group's operations as a distributor of technology products and services, the identification and mapping of activities to Taxonomy categories involves a degree of interpretation, particularly in relation to service-based activities.

6.3 Contextual financial information

The Group's financial indicators for the reporting period are as follows:

- Revenue (net sales): €873,669,744
- Capital expenditure (CapEx additions): €1,464,707
- Operating expenditure (OpEx): €61,212,368

Revenue breakdown

Revenue is derived from the Group's operating segments, primarily reflecting its core activity as a distributor of technology products, supplemented by services.

The breakdown of revenue is as follows:

- Sales of products: € 808,348,433
- Other revenue streams (including commissions and other income): €25,958,027
- Sales of services: €39,363,284

Revenue is generated across multiple geographic segments, including European markets, the Middle East and other regions, reflecting the Group's geographically diversified distribution model.

CapEx breakdown

Capital expenditure corresponds to additions to property, plant and equipment during the reporting period, as disclosed in the consolidated financial statements.

The breakdown of CapEx additions for 2025 is as follows:

- Land and buildings: €258,014
- Electronic equipment (including computers): €770,539
- Furniture and fixtures: €101,318
- Motor vehicles: €334,836
- Total CapEx additions: €1,464,707

CapEx is primarily driven by investments in operational infrastructure, IT equipment and fleet renewal. Additions to motor vehicles include the acquisition of hybrid vehicles, amounting to approximately €56,700, which forms part of the total motor vehicles category.

OpEx breakdown

Operating expenditure corresponds to administrative and operating costs as disclosed in the consolidated income statement.

The breakdown of OpEx is as follows:

Personnel expenses

- Salaries and wages: €35,705,383
- Directors' fees: €446,450
- Social insurance and other contributions: €2,990,309
- Other personnel recharges: (€285,146)
- Defined benefit expense: €572,812

Total personnel expenses: €39,429,808

Other administrative and operating expenses

- Depreciation: €1,527,414
- Right-of-use asset depreciation: €1,941,634
- Rent: €524,958
- Repairs and maintenance: €457,887
- Electricity and water: €425,951
- Telecommunications and postage: €797,868
- Advertising: €525,356
- Travel expenses: €1,259,318
- Insurance: €2,899,416
- Professional fees and other operating costs: €11,423,560 (aggregated)

Total other operating expenses: €21,782,560

Total OpEx: €61,212,368

Operating expenditure is primarily driven by personnel costs and administrative expenses required to support the Group's distribution and service activities.

6.4 Identification of Taxonomy-eligible activities

The Group performed an assessment of its economic activities against the EU Taxonomy framework, as defined in Regulation (EU) 2020/852 and the related Delegated Acts, with the objective of identifying activities that may qualify as Taxonomy-eligible.

This assessment considered the Group's principal activities, including wholesale and distribution of IT products, logistics operations, and limited service-related activities (e.g. IT consultancy and support services), and evaluated their correspondence with the economic activities defined in the EU Taxonomy Climate and Environmental Delegated Acts.

As part of this process, the Group reviewed, on a best-effort basis, potential activities that could fall within the scope of the Taxonomy, including:

- Computer programming, consultancy and related activities (e.g. Activity 8.2), and
- Provision of IT/OT data-driven solutions (e.g. Activity 4.1).

Following this assessment, the Group concluded that its activities do not sufficiently meet the specific descriptions and technical scope of the corresponding Taxonomy-defined economic activities. In particular, the Group acts primarily as a distributor and service provider without engaging in the type of activities (e.g. development of dedicated digital environmental solutions or provision of services explicitly designed to enable environmental objectives) required to qualify as Taxonomy-eligible.

Accordingly, no economic activities were identified as Taxonomy-eligible for the reporting period.

In line with the above, the proportion of the Group's turnover, capital expenditure (CapEx) and operating expenditure (OpEx) associated with Taxonomy-eligible activities is 0%.

The Group also confirms that it has not established a CapEx or OpEx plan within the meaning of Article 8 of Regulation (EU) 2020/852 aimed at expanding Taxonomy-aligned economic activities. No such plans are currently in place, and therefore no disclosures relating to CapEx or OpEx plans are applicable for the reporting period.

The assessment of Taxonomy eligibility is based on the Group's current business model and available information. The Group will continue to monitor developments in the EU Taxonomy framework and reassess potential eligibility in future reporting periods, particularly in the context of evolving regulatory guidance and business activities.

6.5 Taxonomy KPIs

In line with the above, no economic activities were identified as Taxonomy-eligible for the reporting period. Accordingly, a detailed eligibility and alignment assessment was not required. The KPIs presented below therefore reflect that no activities fall within the scope of the EU Taxonomy, and taxonomy-aligned KPIs are not applicable for the reporting period.

PROPORTIONS OF TAXONOMY-ELIGIBLE, TAXONOMY-NON-ELIGIBLE AND POTENTIALLY TAXONOMY-ALIGNED REVENUE, CAPEX AND OPEX

Activity	Environmental Objective	KPI	Total (€)	Taxonomy-eligible (€)	% Eligible	Taxonomy-aligned (€)	% Aligned
-	-	-	-	-	-	-	-

PROPORTIONS OF TAXONOMY-ELIGIBLE, TAXONOMY-NON-ELIGIBLE AND POTENTIALLY TAXONOMY-ALIGNED REVENUE, CAPEX AND OPEX

Economic activities	Code(s)	Absolute revenue (EUR)	Revenue (%)	Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")						MS	Taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) proportion of revenue	Category “ enabling activity”	Category “ transitional activity”	
				Climate change mitigation	Climate change adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate mitigation	Climate adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems					Minimum safeguards
		in EUR	in %	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.1 Taxonomy-aligned economic activities																				
Revenues (A.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-eligible but not taxonomy-aligned economic activities																				
Revenue (A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A.1 + A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Revenue of taxonomy-non-eligible economic activities (B)	-	873,669,744	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A + B)	-	873,669,744	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Economic activities	Code(s)	Absolute CapEx (EUR)	Proportion of CapEx	Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")						MS	Taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) proportion of revenue	Category “enabling activity”	Category “transitional activity”
				Climate change mitigation	Climate change adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate mitigation	Climate adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems				
		in EUR	in %	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.1 Taxonomy-aligned economic activities																			
Revenues (A.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-eligible but not taxonomy-aligned economic activities																			
Revenue (A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A.1 + A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Revenue of taxonomy-non-eligible economic activities (B)	-	1,464,707	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A + B)	-	1,464,707	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

Economic activities	Code(s)	Absolute OpEx (EUR)	Proportion of OpEx	Substantial contribution criteria						DNSH criteria ("Do No Significant Harm")						MS	Taxonomy-aligned (A.1.) or taxonomy-eligible (A.2.) proportion of revenue	Category “ enabling activity”	Category “ transitional activity”	
				Climate change mitigation	Climate change adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems	Climate mitigation	Climate adaptation	Water & marine resources	Circular economy	Pollution	Biodiversity & ecosystems					Minimum safeguards
		in EUR	in %	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.1 Taxonomy-aligned economic activities																				
Revenues (A.1)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
A.2 Taxonomy-eligible but not taxonomy-aligned economic activities																				
Revenue (A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A.1 + A.2)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
Revenue of taxonomy-non-eligible economic activities (B)	-	61,212,368	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total (A + B)	-	61,212,368	100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

7 ESRS S1 – Own Workforce

7.1 Strategy

7.1.1 Interests and views of stakeholders [S1 SBM-2]

The Group recognises its own workforce as a key stakeholder group whose interests, views and rights, including respect for their human rights, inform the development, implementation and ongoing refinement of its strategy and business model.

The Group integrates workforce-related considerations through a combination of structured policies, operational processes and engagement mechanisms. As described in sections S1-1 and S1-2 of this report, employee perspectives are obtained through internal communication channels, feedback mechanisms, performance management processes, grievance procedures and the Group's employee suggestion scheme. These mechanisms enable employees to raise concerns, provide feedback and contribute to the identification of workforce-related matters relevant to the Group's operations.

The Human Resources (HR) function plays a central role in ensuring that workforce perspectives are captured, consolidated and communicated to management. HR supports management decision-making processes and was actively involved in the Group's Double Materiality Assessment (DMA), together with other internal functions and senior management. Through this process, workforce-related impacts, risks and opportunities were identified, assessed and validated, including secure employment and training and skills development as material positive impacts.

The outcomes of these processes inform the Group's strategy and business model by reinforcing a focus on maintaining stable employment relationships and investing in workforce development. In particular, employee feedback gathered through internal engagement mechanisms has highlighted the importance of job security and opportunities for skills development. In response, the Group maintains a strong focus on offering permanent employment contracts and supporting employee training and development, reflecting how workforce needs and expectations are translated into operational practices and strategic priorities.

In line with ESRS 2 SBM-2 Application Requirement AR 4, the Group considers how its strategy and business model may influence its own workforce, including potential impacts related to working conditions, equal treatment, employee well-being and job security. While no material adverse impacts were identified through the DMA, the Group recognises that such impacts may arise in the normal course of its operations.

The Group's strategy and business model are designed to mitigate these risks and support positive outcomes for employees, for example through the provision of stable employment arrangements, investment in training and development and the implementation of policies addressing working conditions and equal treatment.

Engagement with the workforce primarily takes place directly with employees rather than through formal worker representative structures, reflecting the Group's organisational context and the absence of formal worker representative bodies in its operations (except from Italy, where worker representative bodies are mandated by local law). Nevertheless, employee input gathered through the above-mentioned channels is systematically considered in management discussions and contributes to shaping policies, practices and strategic initiatives.

7.1.2 Material impacts, risks and opportunities and their interaction with strategy and business model [S1 SBM-3]

The Group has identified and assessed its material impacts, risks and opportunities related to its own workforce through the Double Materiality Assessment described in ESRS 2 IRO-1. All people in the Group's own workforce who could be materially impacted by its operations are included within the scope of this assessment and the related disclosures. This scope also considered potential impacts connected through business relationships, including contractors and outsourced workforce arrangements. Such value chain linkages were assessed as part of the materiality assessment process but were not identified as material, as the Group's workforce-related impacts are primarily associated with its direct employees within its own operations.

The Group's own workforce consists primarily of employees engaged under permanent contracts across its operations. No significant use of non-employee workers, such as self-employed individuals or workers provided by third-party undertakings primarily engaged in employment activities, has been identified as material in the context of workforce-related impacts.

The assessment identified no material negative impacts on the Group's own workforce during the reporting period. Accordingly, no widespread or systemic negative impacts, nor individual incidents of a material nature, were identified. Nevertheless, the Group recognises that workforce-related risks may arise in connection with working conditions, equal treatment and employee well-being, and these are managed through the policies and processes described in section S1-1.

Material positive impacts were identified in relation to secure employment and training and skills development. These impacts arise from the Group's employment practices and human resource management approach, including the provision of permanent employment contracts and the implementation of training and development processes. These practices positively affect the Group's employees across all operations by supporting employment stability, professional development and workforce capability.

In line with ESRS 2 SBM-3 §13(a) and Application Requirement AR 6, these material impacts are connected to the Group's business model and operational strategy. Certain workforce-related impacts are inherently linked to the Group's business model as a logistics and distribution provider, which relies on operational efficiency, timely delivery and a geographically dispersed workforce. These characteristics may give rise to potential impacts related to workload, working conditions and the need for continuous skills development. As such, maintaining secure employment relationships and investing in employee development are embedded within the Group's operational model and support its ability to deliver services effectively.

At the same time, these impacts inform and contribute to the Group's strategic direction. The identification of training and skills development as a material impact reinforces the importance of continuous workforce development, while secure employment supports workforce retention and organisational stability. These considerations are reflected in the Group's ongoing human resources practices and operational planning.

Risks and opportunities arising from material impacts and dependencies on the Group's own workforce are primarily linked to its reliance on a skilled and stable workforce. Risks may arise from potential skill gaps, workforce turnover or insufficient training, which could affect operational efficiency and service delivery. Conversely, opportunities arise from enhancing employee capabilities, improving retention and strengthening organisational performance through workforce development initiatives.

The Group has not developed a formal transition plan for reducing environmental impacts that would give rise to material impacts on its own workforce, such as restructuring, employment loss or reskilling requirements. Accordingly, no material workforce impacts have been identified in this context.

Furthermore, the Group's operations are not considered to be at significant risk of incidents of forced labour, compulsory labour or child labour, either in terms of the nature of its activities or the geographic areas in which it operates.

This conclusion is based on the Double Materiality Assessment, which considered workforce-related impacts across roles, functions and geographies, taking into account working conditions, employment arrangements and operational context. The assessment was informed by internal stakeholder input, including Human Resources and management, as well as employee feedback obtained through engagement mechanisms described in section S1-2.

The consistent application of workforce-related policies and procedures across the Group, together with ongoing monitoring through HR processes and the absence of reported incidents, supports the conclusion that no specific employee groups are exposed to a higher level of risk.

7.2 Impact, risk and opportunity management

7.2.1 Policies related to own workforce [S1-1]

The Group has established a set of policies and procedures that support the management of its material impacts on its own workforce, as identified through the Double Materiality Assessment. The following describes the Group's policies, while the implementation of these policies through actions and procedures is further detailed in section S1-3. These relate to the provision of secure employment, whereby employees benefit from stable and clearly defined employment arrangements, and to the enhancement of workforce capabilities through training and skills development, enabling employees to develop competencies, improve performance and support career progression.

These impacts are supported through the Group's broader human resources framework, which combines formal policies with operational procedures. In particular, the impact relating to secure employment is underpinned by the Group's Human Resources procedures, specifically Section 21.3.2 (Selection) under Section 21 – Human Resources Management, which governs recruitment, selection and the issuance of employment contracts and ensures that employment relationships are formally established, documented and aligned with applicable labour legislation. The impact relating to training and skills development is supported through structured Human Resources processes, including performance management systems, training request and evaluation procedures and role-specific training programmes, which enable the identification of training needs, provision of development opportunities and monitoring of employee progression.

The Group's policy framework includes the Human Rights Policy, Code of Business Conduct, Ethics and Compliance Manual, Equality and Diversity Policy and Anti-Harassment Policy, all of which apply across its operations and to its employees. Together, these policies define the Group's approach to managing workforce-related matters, including human rights, working conditions, equal treatment, diversity and inclusion, workplace safety and access to grievance and remediation mechanisms.

The Human Rights Policy establishes the Group's commitment to respect internationally recognised human rights and labour rights, including freedom of association, non-discrimination, fair remuneration and safe and healthy working conditions. The policy is aligned with the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the International Labour Organization Core Conventions and the OECD Guidelines for Multinational Enterprises, and sets out the Group's approach to identifying, preventing, mitigating and addressing potential adverse impacts through due diligence processes. It explicitly prohibits forced labour, child labour and human trafficking. Responsibility for its implementation rests with senior management, supported by the Human Resources function and compliance structures, and it reflects the interests of employees through its focus on labour rights and working conditions. The policy is

communicated through onboarding processes, internal communication channels and the employee portal, supported by training and awareness initiatives.

The Code of Business Conduct and the Ethics and Compliance Manual define expected standards of behaviour, legal compliance and workplace conduct, supporting the management of workforce-related risks including misconduct and unethical practices. These documents apply to all employees and are overseen by senior management, with implementation supported by compliance functions and internal controls. They are aligned with applicable legal and regulatory requirements and reflect the interests of employees by establishing clear expectations and providing mechanisms for protection and reporting. These policies include whistleblowing and reporting channels enabling employees to raise concerns confidentially and without fear of retaliation, and are communicated through onboarding, internal communication channels, the employee portal and training programmes. As at the reporting date, the Group has not established a formal Supplier Code of Conduct. Accordingly, no specific supplier-facing provisions are in place addressing worker safety, forced labour, child labour or human trafficking, nor has alignment with ILO standards been formally defined in this context.

The Equality and Diversity Policy and the Anti-Harassment Policy together define the Group's approach to ensuring equal treatment and maintaining a respectful and inclusive working environment. The Equality and Diversity Policy applies across all stages of the employment lifecycle, including recruitment, remuneration, training, promotion, working conditions and termination, and prohibits discrimination on a wide range of grounds in line with applicable legislation. These grounds include age, disability, marital status, pregnancy and maternity, race, religion or belief, sex, sexual orientation, gender reassignment and political beliefs, as defined in the Equality and Diversity Policy. While these are broadly aligned with internationally recognised human rights and labour standards, certain categories referenced in such frameworks (e.g. national or social origin, property, birth, genetic features or other status) are not explicitly specified in the policy. It promotes equal opportunity and supports individuals or groups that may be at greater risk of disadvantage. The Anti-Harassment Policy complements this by establishing clear procedures for reporting, investigating and addressing complaints, including defined responsibilities and escalation mechanisms. Responsibility for the implementation of these policies rests jointly with the Human Resources and Compliance functions, and they are communicated through onboarding, internal communication channels and training programmes.

Workplace health and safety are addressed through internal procedures and guidelines supported by the Code of Business Conduct and relevant Human Resources and operational processes. These apply across the Group's operations, are aligned with applicable health and safety regulations and define responsibilities and preventive measures to reduce risks and protect employee well-being. Responsibility for implementation is assigned across management levels, with oversight from operational management and the Human Resources function, and these procedures reflect the interests of employees by promoting safe working conditions. They are communicated through internal procedures, training and operational guidance.

Across all policies, the Group integrates mechanisms for employee engagement and remediation. Employees are able to provide input and raise concerns through internal communication channels, performance management processes and Human Resources-led feedback mechanisms. Grievance procedures and whistleblowing channels allow concerns to be reported confidentially and addressed through established investigation and escalation processes, supporting the Group's commitment to providing access to remedy. The implementation of these policies is supported through training, internal procedures and monitoring processes. Employees receive training and guidance on workplace conduct, non-discrimination and relevant policies through onboarding programmes, internal training and e-learning modules. Recruitment and advancement decisions are based on qualifications, skills, experience and performance, supported by systems that maintain records of recruitment, training and career progression. The Group also considers accessibility and health and safety requirements in workplace environments and periodically reviews Human Resources practices to identify potential risks of discrimination or inequity.

All policies are communicated and made accessible to employees through onboarding processes, internal communication channels, the employee portal and the corporate website, and employees are required to acknowledge relevant policies and are supported in understanding their application.

No significant changes were made to workforce-related policies during the reporting period.

7.2.2 Processes for engaging with own workforce and workers' representatives about impacts [S1-2]

The Group engages with its own workforce through ongoing processes embedded within its operational and management practices, which enable the collection and consideration of employee perspectives in relation to actual and potential impacts on the workforce.

These processes include direct communication between employees and management, informal feedback sessions and an established Suggestions Scheme, through which employees may raise concerns, provide input and share views on workplace matters. Engagement occurs directly with the Group's own workforce rather than through formal workers' representative structures.

Through these engagement processes, employee perspectives are considered by management and, where relevant, inform decisions and activities aimed at managing workforce-related impacts, including those related to working conditions and employee development. Feedback is typically captured through direct interactions and internal communication channels and contributes to management's understanding of workforce needs and concerns. Workforce feedback is documented and tracked through specific mechanisms, including exit interviews, which are recorded and consolidated into internal reports presented in management meetings, and through the Suggestions Scheme, where submissions are collected via the employee portal and can be compiled into suggestion reports for management review. Feedback captured through these processes is considered in management discussions and may inform decisions or actions relating to workforce matters, including adjustments to operational practices and internal processes. Communication of outcomes is primarily achieved through direct management interaction and internal communication channels..

Engagement takes place at multiple stages of operational and management processes, including during day-to-day activities, performance management discussions and when addressing specific issues or concerns. The primary forms of engagement include direct interaction, consultation and employee participation, supported by the Suggestions Scheme. Engagement occurs on an ongoing and as-needed basis, reflecting the Group's operational structure rather than predefined intervals.

Operational responsibility for workforce engagement is embedded within the Group's management structure, with oversight by senior management, including the Group CEO and Group CFO, and supported by the Human Resources function. Engagement activities are carried out as part of broader management responsibilities rather than through a dedicated engagement function. The implementation of these processes is supported by dedicated Human Resources capacity (16 employees), as well as management involvement across operational levels. Financial resources are allocated through the Human Resources budget, while engagement is facilitated through internal systems and tools, including the intranet portal and email-based communication channels.

The Group has not entered into Global Framework Agreements or similar formal agreements with workers' representatives.

The effectiveness of engagement processes is assessed qualitatively through management's evaluation of feedback received and the extent to which employee input contributes to addressing matters related to the workforce. This assessment is supported by specific indicators and inputs, including feedback collected through exit interviews, which address employee perceptions of engagement and communication, as well as recurring themes identified through the Suggestions Scheme and direct employee interactions. Outcomes of engagement are reflected in management awareness and, where applicable, in adjustments to operational practices.

The Group's engagement processes are accessible to all employees, and designed to be accessible regardless of individual characteristics or circumstances. No specific or differentiated engagement approaches are currently applied for potentially vulnerable or marginalised groups, as engagement mechanisms are designed

to be uniformly accessible to all employees. Inclusive engagement is supported by the Group's Human Rights Policy and Equality and Diversity Policy, which promote equal treatment and non-discrimination across the workforce. Engagement is facilitated through accessible communication channels, including direct interaction with management and internal feedback mechanisms, supporting participation across the workforce.

Employees are provided with information through multiple communication channels, including the employee portal, onboarding processes and internal communications such as email, ensuring that relevant information is accessible and understandable.

No instances of conflicting interests among employees were identified during the reporting period. Where such situations may arise, they would be addressed through the Group's established policies and procedures, including the Code of Business Conduct and Human Resources processes.

The Group seeks to respect the human rights of all employees engaged through these processes by applying the principles set out in its Human Rights Policy and Equality and Diversity Policy, including respect for dignity, non-discrimination and fair treatment.

Potential workforce impacts related to climate transition and decarbonisation, including reskilling, employment impacts, health and safety and social equity, have not been identified as material for the Group and are therefore not specifically addressed through workforce engagement processes during the reporting period.

Engagement processes are implemented at both organisational and operational levels, with information flowing through management structures and contributing to decision-making where relevant. These processes are supported by internal resources and management oversight as part of the Group's broader governance framework.

As this is the Group's first reporting period under ESRS, no historical assessment of the effectiveness of engagement processes is available for comparison.

7.2.3 Processes to remediate negative impacts and channels for own workforce to raise concerns [S1-3]

The Group has established processes and mechanisms to enable the remediation of negative impacts on its workforce and to ensure that employees can raise concerns and have them addressed through appropriate channels.

While no material negative impacts requiring remediation were identified during the reporting period, the Group maintains structured procedures to address employee-related issues where they arise. These processes are embedded within the Group's Human Resources and compliance frameworks and are supported by formal policies, including the Code of Business Conduct, the Human Rights Policy, the Disciplinary and Grievance Policies and Procedures, and the Disclosure (Whistleblowing) Policy.

The Group provides multiple formal channels through which employees can raise concerns or needs directly and have them addressed. These include grievance procedures managed by the Human Resources function, whistleblowing mechanisms established under the Disclosure (Whistleblowing) Policy, and internal reporting lines, including direct communication with management. Under the Whistleblowing Policy, employees, among other types of stakeholders, may submit reports in person, in writing, by telephone, email or via the Group's website, and may do so confidentially or anonymously. Reports are received by designated Disclosure Reporting Officers and are subject to structured investigation procedures.

Upon receipt of a report, acknowledgment is provided within a defined timeframe, and an investigation process is initiated through the appointment of Disclosure Investigating Officers by senior management. Findings are reviewed by an internal committee and appropriate actions are determined based on the outcome, including corrective measures or disciplinary actions where necessary. The process includes defined timelines for response and resolution, supporting transparency and predictability in handling reported concerns.

The Group has established grievance and complaints handling mechanisms related to employee matters, which are defined in the Code of Business Conduct, the Disclosure (Whistleblowing) Policy and the Group's Disciplinary and Grievance Policies and Procedures. These mechanisms are supported by safeguards to ensure that employees can raise concerns without fear of retaliation. The Group's policies explicitly prohibit victimisation or adverse treatment of individuals who report concerns in good faith and provide for confidentiality and, where applicable, anonymous reporting.

The availability of these channels is supported through policy communication, training and internal processes. Policies are accessible through the Group's intranet, including the Group manual, and are communicated to employees during onboarding and through internal communications. Employees are required to acknowledge relevant policies and are supported through training and awareness initiatives.

The Group monitors and tracks issues raised through these channels through the Human Resources and compliance functions. Cases are recorded and managed through internal registers and case documentation, and investigations follow defined procedures. The effectiveness of the channels is assessed qualitatively through management oversight, periodic review of cases, procedural improvements and feedback obtained through internal processes, including HR audits assessing whether grievance and remediation procedures are correctly implemented in line with established policies and processes.

The Group assesses employee awareness of these mechanisms through onboarding processes, training programmes and internal communication, including e-learning and policy acknowledgment processes. Awareness is supported through the availability of policies in internal systems, while trust in the mechanisms is reinforced through confidentiality safeguards, non-retaliation provisions and the availability of escalation and follow-up procedures. Additional insights may be obtained through employee feedback mechanisms, including exit interviews.

Employees also have access to third-party mechanisms, including governmental and regulatory authorities, through which concerns may be raised where appropriate, in accordance with applicable legal frameworks. These mechanisms complement the Group's internal processes and provide additional avenues for raising concerns.

Access to grievance and reporting channels is available at the level of the undertaking across the Group's operations, supported through internal communication and policy dissemination. Employees are therefore able to raise concerns within the entities in which they are employed through established and accessible channels.

As this is the Group's first reporting period under ESRS, no historical assessment of the effectiveness of these mechanisms is available for comparison.

7.2.4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions [S1-4]

In accordance with the results of the Double Materiality Assessment, no material negative impacts or material risks related to the Group's own workforce were identified during the reporting period. The only material

matters identified relate to positive impacts, specifically secure employment and training and skills development. As a result, no dedicated action plans were required to prevent, mitigate or remediate negative impacts, nor to mitigate risks. In assessing potential workforce-related risks, the Group primarily relies on internal monitoring and operational oversight. Consideration of external developments, such as labour market conditions and regulatory changes, is not performed through a formalised process but may be taken into account on an ad hoc basis where relevant.

The Group's approach to delivering positive impacts for its workforce is embedded within its existing operating model, Human Resources framework and employment practices. Secure employment is ensured through the consistent use of permanent employment contracts, while workforce development is supported through structured training and performance management processes.

During the reporting period, the Group continued to implement training initiatives, including soft skills development programmes, role-specific training aligned with operational requirements, and mandatory anti-bribery, anti-corruption and whistleblowing training for personnel and directors. These initiatives are designed to enhance employee competencies, support productivity and contribute to workforce retention. These initiatives will continue into 2026, across the Group's workforce and tailored at departmental level based on specific functional needs. The expected outcomes of these actions include enhanced employee competencies, improved role-specific performance and continued support for employee retention and development.

The effectiveness of these initiatives is monitored through internal Human Resources processes, including tracking of training participation and completion, as well as ongoing assessment of employee development through performance management systems and feedback mechanisms. As part of this process, outcome evidence is obtained through post-training evaluations conducted via the Group's internal systems, including a structured review approximately 90 days after training completion, during which managers assess whether the training has resulted in relevant improvements in employee performance. This provides qualitative evidence of training effectiveness and supports continuous improvement.

Although no material negative impacts were identified, the Group maintains established processes to identify and respond to employee-related issues where they arise. These processes are embedded within Human Resources and compliance frameworks and include grievance mechanisms, internal reporting channels and management oversight. In practice, employee-related issues are initially addressed at line manager level and, where necessary, escalated to Human Resources and subsequently to senior management, including the Director or Managing Director, depending on the nature and severity of the issue. Structured policies and procedures guide decision-making and ensure that appropriate actions are taken in each case.

The Group ensures that its practices do not cause or contribute to material negative impacts on its workforce through the implementation of workforce-related policies and procedures, including the Human Rights Policy, Code of Business Conduct, Equality and Diversity Policy and Anti-Harassment Policy. These are supported by structured Human Resources processes governing recruitment, employment conditions, training and employee relations.

No additional or dedicated financial or operational resources have been allocated specifically to manage material impacts, as existing Human Resources functions, systems and processes are considered sufficient to support the delivery of positive impacts and the management of workforce-related matters.

Given the absence of material negative impacts and risks, and the fact that material positive impacts are already embedded within the Group's operations, no additional action plans have been adopted during the reporting period.

7.3 Metrics and targets

7.3.1 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities [S1-5]

The Group describes below its approach to setting and monitoring targets related to its material impacts, risks and opportunities concerning its own workforce.

In accordance with the results of the Double Materiality Assessment, the Group has not established measurable, time-bound and outcome-oriented targets in relation to its own workforce. This reflects the fact that no material negative impacts or material risks were identified, while the material matters identified relate exclusively to positive impacts, specifically secure employment (S1.IRO.1) and training and skills development (S1.IRO.13).

These positive impacts are embedded within the Group's existing operating model and Human Resources practices. In particular, secure employment is ensured through the consistent use of permanent employment contracts across the workforce, while workforce capability is supported through ongoing training and development processes aligned with operational needs.

Although formal targets have not been defined, the Group monitors the effectiveness of its policies and actions through internal processes and indicators. These include monitoring employee retention, training participation and development. Performance is reviewed at management level, and outcomes are assessed through Human Resources systems and processes, including performance management frameworks and internal reporting mechanisms.

The Group's approach to workforce-related priorities is also informed by employee input. Workforce perspectives are considered through feedback sessions such as exit interviews and internal reviews of workforce-related matters and HR-led engagement processes, which contribute to shaping initiatives related to training, development and workplace practices, which in turn also inform lessons and improvements, supporting continuous improvement.

Given the absence of formal targets, disclosures relating to defined target levels, baselines, time horizons and performance against targets are not applicable. Nevertheless, the Group maintains a clear direction in relation to its workforce, focusing on maintaining secure employment and enhancing workforce capabilities through training and development.

As at the reporting date, the Group has not established formal targets in relation to own workforce matters under ESRS S1. This reflects the nature of the identified material matters, which relate to embedded positive impacts addressed through existing employment practices rather than through target-driven programmes. The Group is currently assessing the potential to introduce more formalised targets in this area as part of the ongoing development of its sustainability strategy.

7.3.2 Characteristics of the undertaking's employees [S1-6]

The workforce figures presented in this report reflect headcount data as at 31 December 2025, based on internal HR records, and are not calculated as period averages, in line with ESRS requirements to disclose point-in-time workforce information unless otherwise specified.

While workforce metrics are usually presented using average headcount over the reporting period by the HR department, the use of point-in-time data is not considered to result in significant limitations for the current reporting period, as average workforce levels do not materially differ from year-end figures.

Employee classifications, including permanent, temporary and working-time arrangements, are determined in accordance with applicable national legal definitions in each country of operation.

Temporary employees are primarily engaged to support project-based activities and are employed for a defined period aligned with project requirements, after which contracts may be renewed or terminated depending on operational needs. Full-time and part-time classifications are determined based on contractual working hours in accordance with local employment practices.

The workforce data disclosed in this section is derived from internal Human Resources systems and has not been subject to external validation.

Further information on employee numbers is also presented in the Group's consolidated financial statements (Note 9), being the most representative disclosure of employees in the financial statements.

Gender	Number of employees (head count) at 31/12/25
Male	640
Female	246
Other	-
Not reported	-
Total employees	886

Country	Number of employees (head count) at 31/12/25
CYPRUS	276
UAE	189
SAUDI ARABIA	150
GREECE	111
OTHER COUNTRIES	160

FY2025	Female	Male	Other	Not Disclosed	Total
Number of employees (head count)					
	246	640	-	-	886
Number of permanent employees (head count)					
	229	589	-	-	818
Number of temporary employees (head count)					
	17	51	-	-	68
Number of non-guaranteed hours employees (head count)					
	-	-	-	-	-
Number of full-time employees (head count)					
	246	638	-	-	884

Number of part-time employees (head count)				
0	2	-	-	2

FY2025					
CYPRUS	UAE	SAUDI ARABIA	GREECE	OTHER COUNTRIES	Total
Number of employees (head count)					
276	189	150	111	160	886
Number of permanent employees (head count)					
271	186	108	99	154	818
Number of temporary employees (head count)					
5	3	42	12	6	68
Number of non-guaranteed hours employees (head count)					
-	-	-	-	-	-
Number of full-time employees (head count)					
275	189	150	111	159	884
Number of part-time employees (head count)					
1	-	-	-	1	2

Number of employees (head count) at 31/12/25	Number of Leavers	Number of Leavers (excluding terminations i.e. leave voluntarily)	Turnover (2025) (excluding terminations i.e. leave voluntarily)
886	196	166	18.7%

Employee turnover is calculated as the number of employees who voluntarily left the Group during the reporting period (excluding terminations) divided by the total number of employees at the end of the reporting period (31 December 2025 headcount of 886).

The reported turnover rate is slightly lower compared to the prior year. Employee turnover in the Group is influenced by broader labour market dynamics in the technology and logistics sectors, which are characterised by strong demand for skilled personnel and relatively high workforce mobility. This contributes to a degree of natural employee movement across the sector.

7.3.3 Training and skills development metrics [S1-13]

For the purposes of this disclosure, performance and career development reviews refer to the Group's formal annual review process, conducted by the employee's direct line manager with oversight from higher-level management and facilitated by the Human Resources function. These reviews assess employee performance and development in a structured manner and are considered to be aligned with the ESRS definition of a performance review.

The participation rate is calculated using the total number of employees disclosed under S1-6 as the denominator. For the reporting period, the Group confirms that the annual performance review cycle was completed.

The average number of training hours per employee is calculated as the total number of training hours completed by all employees during the reporting period, across all types of training, divided by the total number of employees.

Training data is derived from the Group's internal employee systems, where all training activities are recorded. For the purposes of this disclosure, training includes all types of learning activities undertaken by employees, including mandatory training (e.g. required by law or internal standards) and optional training (e.g. soft skills programmes and selected workshops), as well as participation in certain business-related sessions where training is delivered. No exclusions are applied in the calculation of training hours. The data has not been subject to external validation.

	Female	Male	Total
Percentage of employees that participated in regular performance and career development reviews	242 (98.4%)	636 (99.4%)	878 (99.1%)
Average number of training hours per employee	27.0	49.1	43.3

7.3.4 Incidents, complaints and severe human rights impacts [S1-17]

During the reporting period, no incidents of discrimination or harassment were recorded across the Group's operations.

A total of two complaints were submitted through the Group's internal channels available to employees, including grievance and reporting mechanisms. These complaints were investigated in accordance with the Group's established procedures and were determined to be unfounded, with no further action required. The complaints were initially raised by employees as potential cases of harassment; however, following review through the Group's internal procedures, they were assessed and classified as performance-related matters rather than substantiated misconduct. No complaints were submitted to National Contact Points for OECD Multinational Enterprises.

No fines, penalties or compensation for damages were incurred in relation to workforce-related incidents or complaints during the reporting period. Accordingly, no reconciliation to amounts recognised in the financial statements is required.

The data disclosed above is compiled through the Group's Human Resources and compliance functions, based on records maintained through grievance mechanisms, internal reporting channels and case management processes. No significant limitations or assumptions have been identified in relation to the data presented for the reporting period. The data has not been subject to external validation.

With respect to severe human rights impacts, no such incidents were identified in connection with the Group's own workforce during the reporting period, including no cases related to non-respect of the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, or the OECD Guidelines for Multinational Enterprises.

As no severe human rights incidents occurred, no fines, penalties or compensation were recorded in this regard.

All reported complaints during the reporting period have been reviewed and closed, with no cases requiring remediation actions or remaining subject to further investigation.



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INDEPENDENT PRACTITIONER'S LIMITED ASSURANCE REPORT TO THE BOARD OF DIRECTORS OF LOGICOM PUBLIC LIMITED'S CONSOLIDATED SUSTAINABILITY STATEMENT

Limited assurance conclusion

We have conducted a limited assurance engagement on the consolidated sustainability statement (the 'Sustainability Statement') of Logicom Public Limited ("the Company or Group"), included on pages 2-102 of the Management Report, as at **31 December 2025** and **for the year then ended**.

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Statement is not prepared, in all material respects, in accordance with the requirements of Article 151B of Cyprus Companies Law, Cap. 113 implementing Article 29(a) of Directive 2013/34/EU, including:

- compliance with the European Sustainability Reporting Standards (the "ESRS"), including that the process carried out by the Company to identify the information reported in the Sustainability Statement (the "Process") is in accordance with the description set out in ESRS 2 IRO-1; and
- compliance of the disclosures in subsection EU Taxonomy Disclosures within the environmental section of the Sustainability Statement with Article 8 of EU Regulation 2020/852 (the "Taxonomy Regulation").

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Basis for conclusion

We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), *Assurance engagements other than audits or reviews of historical financial information* (ISAE 3000 (Revised)), issued by the International Auditing and Assurance Standards Board (IAASB).

A limited assurance engagement involves performing procedures to obtain evidence about the Sustainability Statement. The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement.

Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level of assurance that would have been obtained had a reasonable assurance engagement been performed.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion. Our responsibilities under ISAE 3000 (Revised) are further described in the «Practitioner's responsibilities» section of our report.

Independence and quality management

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA), together with the ethical requirements that are relevant to our assurance engagement on the Sustainability Statement in Cyprus.

The firm applies International Standard on Quality Management 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services engagements*, issued by IAASB. This standard requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities of the Board of Directors for the Sustainability Statement

The Board of Directors of the Company is responsible for designing and implementing a process to identify the information reported in the Sustainability Statement in accordance with the ESRS and for disclosing this Process in ESRS 2 IRO-1 of the Sustainability Statement. This responsibility includes:

- understanding the context in which the Group's activities and business relationships take place and developing an understanding of its affected stakeholders;
- the identification of the actual and potential impacts (both negative and positive) related to sustainability matters, as well as risks and opportunities that affect,

or could reasonably be expected to affect, the Group's financial position, financial performance, cash flows, access to finance or cost of capital over the short-, medium-, or long-term;

- the assessment of the materiality of the identified impacts, risks and opportunities related to sustainability matters by selecting and applying appropriate thresholds; and
- making assumptions that are reasonable in the circumstances.

The Board of Directors of the Company is further responsible for the preparation of the Sustainability Statement, in accordance with the requirements of Article 151B of Cyprus Companies Law, Cap. 113 implementing Article 29(a) of Directive 2013/34/EU, including:

- compliance of the Sustainability Statement with the ESRS;
- preparing the disclosures in subsection EU Taxonomy Disclosures within the environmental section of the Sustainability Statement, in compliance with Article 8 of the Taxonomy Regulation;
- designing, implementing and maintaining such internal control that the Board of Directors determines is necessary to enable the preparation of the Sustainability Statement that is free from material misstatement, whether due to fraud or error; and
- the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances.

Those charged with governance are responsible for overseeing the Group's sustainability reporting process.

Inherent limitations in preparing the Sustainability Statement

As discussed in "BP-2", Greenhouse gas emissions quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors.

As discussed in "BP-2", Greenhouse gas emissions- Scope 3 calculation quantification is subject to inherent uncertainty because of the use of estimation techniques, proxy data (spend based) and reasonable assumptions.

The information received from sources outside the control of the entity is subject to inherent limitations given the lack of availability and relative precision of information used for determining quantitative information. Our procedures did not include obtaining assurance over the information provided by sources outside the control of the Group.

The entity-specific criteria as included in the Basis for Preparation, the nature of sustainability information which is entity-specific, and the absence of consistent practice allow for different but acceptable measurement methodologies to be adopted, which may result in variances between companies and over time.

In reporting forward-looking information in accordance with ESRS, the Board of Directors of the Company is required to prepare the forward-looking information on the basis of disclosed assumptions about events that may occur in the future and possible future actions by the Group. Actual outcomes are likely to be different since anticipated events frequently do not occur as expected.

In determining the disclosures in the Sustainability Statement, the Board of Directors of the Company interprets undefined legal and other terms. Undefined legal and other terms may be interpreted differently, including the legal conformity of their interpretation and, accordingly, are subject to uncertainties.

The adopted measurement methodologies may impact the comparability of sustainability information reported by different entities and over time within an entity as methodologies develop. Relevant industry benchmarks against which to assess the sustainability information may not be currently available as these emerge as the number of reporters increases and reporting practices become more established. Variances may result from the refinement of estimates in future reporting periods when more relevant information, including scientific and technological knowledge, becomes available.

Practitioner's responsibilities

Our responsibility is to plan and perform the assurance engagement to obtain limited assurance about whether the Sustainability Statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Sustainability Statement as a whole.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised) we exercise professional judgement and maintain professional scepticism throughout the engagement.

Our responsibilities in respect of the Sustainability Statement, in relation to the Process, include:

- obtaining an understanding of the Process, but not for the purpose of providing a conclusion on the effectiveness of the Process, including the outcome of the Process;
- considering whether the information disclosed for a material sustainability matter addresses the applicable disclosure requirements of the ESRS; and
- designing and performing procedures to evaluate whether the Process is consistent with the Company's description of its Process set out in "ESRS 2 IRO-1".

Our other responsibilities in respect of the Sustainability Statement include:

- identifying where material misstatements are likely to arise, whether due to fraud or error; and
- designing and performing procedures responsive to where material misstatements are likely to arise in the Sustainability Statement. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Summary of the work performed

The nature, timing and extent of procedures selected depend on professional judgement, including the identification of disclosures where material misstatements are likely to arise in the Sustainability Statement, whether due to fraud or error.

In conducting our limited assurance engagement, with respect to the Process, we:

- Obtained an understanding of the Process by:
 - performing inquiries to understand the sources of the information used by Board of Directors; and
 - reviewing the Company's internal documentation of its Process.
- Evaluated whether the evidence obtained from our procedures with respect to the Process implemented by the Company was consistent with the description of the Process set out in "ESRS2 IRO-1".

In conducting our limited assurance engagement, with respect to the Sustainability Statement, we:

- Obtained an understanding of the Group's reporting processes relevant to the preparation of its Sustainability Statement by:
 - Obtaining an understanding of the Group's control environment, processes and information system relevant to the preparation of the Sustainability Statement, but not for the purpose of providing a conclusion on the effectiveness of the Group's internal control.
- Evaluated whether, in accordance with ESRS, material information identified by the Process is included in the Sustainability Statement.
- Evaluated whether the structure and the presentation of the Sustainability Statement is in accordance with the ESRS.
- Performed inquiries of relevant personnel and analytical procedures on selected information in the Sustainability Statement.
- Performed substantive assurance procedures, including sampling, on selected information in the Sustainability Statement.
- Where applicable, compared disclosures in the Sustainability Statement with the corresponding disclosures in the financial statements and Management Report.
- Evaluated the methods, assumptions and data for developing estimates and forward-looking information.

- Obtained an understanding of the Company's process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Sustainability Statement.

Christofides

Kyprianos A. Christofides, FCA
Certified Public Accountant and Registered Auditor
for and on behalf of

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29 April 2026

Logicom

